

# ARTGO HOLDINGS LIMITED

雅高控股有限公司

*(incorporated in the Cayman Islands with limited liability)*  
*(the “Company”)*

## Workforce Diversity Policy

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### PURPOSE

The Company values employee diversity and is committed to fostering a fair, flexible, and inclusive workplace that promotes personal and professional growth, and leverages the capabilities of a diverse workforce.

This policy outlines our approach to inclusion and diversity across all workforce levels (including senior management, where applicable).

This policy applies to the Company and its subsidiaries (collectively, the “Group”).

### INCLUSIVITY AND DIVERSITY

The Group is committed to an inclusive, diverse, and supportive workplace where all employees are valued and treated fairly, regardless of gender, age, family status, race, or ethnicity, religion, sexual orientation, gender identity, disability, or other characteristics protected by law.

The employment decisions, such as hiring, compensation and/or promotion, are based solely on merit, qualifications, experience, skills, potential, and performance.

The Group prohibits bias, discrimination, harassment, or violence in any work-related context.

### GENDER DIVERSITY

The Group is committed to gender equality, empowerment, and diversity, and provides equal opportunities in recruitment, training, compensation, and promotion.

The Group will maintain gender diversity across all workforce levels, ensuring alignment with business needs. The human resources department will monitor gender diversity annually and report findings to the board of the directors of the Company (the “Board”). The Board will then assess the diversity status against market benchmarks and, where necessary, establish measurable objectives (such as specific targets and timelines) to further advance gender diversity initiatives.

### REVIEW AND MONITORING

The Group will review this Policy from time to time and revise it as and when necessary.

### DISCLOSURE AND PUBLICATION

This Policy is available on the Company’s website. Effective on 30 June 2025.