

Ruisen Life Services Co, Ltd
瑞森生活服務有限公司
(Incorporated in the Cayman Islands with limited liability)
(the “Company”)
(Stock Code:1922)

BOARD AND EMPLOYEE DIVERSITY POLICY
(the “Policy”)

CHAPTER ONE: GENERAL PROVISIONS

1. PURPOSE

To enhance corporate governance, promote innovation and support sustainable business development, Ruisen Life Services Co, Ltd. (the “**Company**”, together with its subsidiaries, the “**Group**”), the Group has established this policy. The Group believes that diversity of the board of directors of the Company (the “**Board**”) and employees, including senior management, contributes to improved decision-making quality, strengthened risk management and enhanced business performance. This policy aims to systematically promote and achieve diversity across the Board and all employees, and to foster an inclusive working environment.

2. POLICY BASIS

This policy is formulated in accordance with Rule 13.92 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Listing Rules**”) and Appendix C1 to the Corporate Governance Code (the “**CG Code**”), in conjunction with the Group’s Rules of Procedure of the Board of Directors.

3. CORE PRINCIPLES

The Group adheres to the principle of meritocracy. All decisions regarding the appointment of directors, recruitment, promotion and development of employees are based on individual talent, qualifications, experience, performance and potential contribution to the Group. Diversity aims to enrich the talent pool, rather than compromise the standards of selection and appointment.

CHAPTER TWO: DIVERSIFIED SCOPE AND GOALS

4. DIVERSITY CONSIDERATIONS

Diversity considerations by the Group includes, but are not limited to, the following aspects:

- (1) observable dimensions: gender, age, cultural and educational background, ethnicity, professional experience (such as finance, law, technology, operation, etc.), and length of service; and
- (2) unobservable dimensions: skills, knowledge, experience, values, ways of thinking and perspectives.

The Group places particular emphasis on enhancing gender diversity within the Board and senior management.

5. DIVERSITY GOALS OF THE BOARD

The Board shall set measurable diversity targets and conduct regular reviews. As an initial target, there should be at least one director of a different gender on the Board and no less than one-third of the independent non-executive directors.

The overall composition of the Board should possess complementary expertise and experience, covering key areas such as strategic planning, finance, risk management, industry knowledge, international operations, and digital transformation.

The Nomination Committee shall have at least one director of a different gender and shall be responsible for reviewing this policy annually.

6. EMPLOYEE DIVERSITY

The Group is committed to promoting diversity across the talent echelon, especially in the selection and promotion of senior management.

The Human Resources department should coordinate with each business unit to set diversified recruitment and development targets for key positions and senior management positions, incorporating these targets into the performance appraisal system for relevant management personnel.

CHAPTER THREE: IMPLEMENTATION AND RESPONSIBILITIES

7. DUTIES OF THE BOARD

The Board is ultimately responsible for the formulation, implementation and effectiveness of this policy.

8. DUTIES OF THE NOMINATION COMMITTEE

1) The Nomination Committee is responsible for overseeing the implementation of this policy and providing recommendations for improvements to the Board.

(2) When sourcing and nominating candidates for directorships, the Nomination Committee should actively broaden its channels to ensure that the candidate pool reflects diverse backgrounds.

(3) The Nomination Committee shall report to the Board at least once a year on the progress of the implementation of this policy and the achievement of objectives.

9. RESPONSIBILITIES OF SENIOR MANAGEMENT

Senior management is responsible for implementing this policy within its responsibilities, ensuring that recruitment, promotion, training and development systems adhere to diversity principles, and actively fostering an inclusive working atmosphere.

10. RESPONSIBILITIES OF THE HUMAN RESOURCES DEPARTMENT

As the main executive unit for promoting employee diversity, the Human Resources department shall be responsible for:

- (1) reviewing and optimizing the recruitment process to reduce unconscious bias;
- (2) expanding the talent pool to enhance diversity;
- (3) organizing relevant training and publicity activities; and
- (4) monitoring the progress in achieving diversification objectives.

CHAPTER FOUR: DISCLOSURE AND REVIEW

11. INFORMATION DISCLOSURE

The Group undertakes to disclose the following information in its annual corporate governance report in accordance with the Listing Rules:

- (1) the full text or summary of this policy;
- (2) measurable targets set to promote diversity among the Board and employees;
- (3) progress made in achieving the aforementioned targets over the past year;
- (4) a description of the nomination and recruitment mechanisms used to achieve diversity objectives; and
- (5) the gender ratio among senior management and employees.

12. POLICY REVIEW

The Board (or the Nomination Committee) shall conduct a comprehensive review of this policy at least once a year to ensure its ongoing effectiveness and alignment with the Group's development needs. The review may be revised accordingly in response to strategic adjustments, changes in shareholding structure (such as the introduction of strategic investors), optimization of the proportion of independent directors, and improvements in the information disclosure systems.

CHAPTER FIVE: SUPPLEMENTARY PROVISIONS

13. RIGHT OF INTERPRETATION

This policy is subject to the interpretation of the Board.

14. EFFECTIVE DATE

This policy shall take effect from the date of deliberation and approval by the Board.