

SOLARTECH INTERNATIONAL HOLDINGS LIMITED

星凱控股有限公司*

(the “Company”)

(Incorporated in Bermuda with limited liability)

WORKFORCE DIVERSITY POLICY

(Adopted by the Company pursuant to the Board resolution passed on 21 November 2025)

1. PURPOSE

This Workforce Diversity Policy (the “Policy”) aims to set out the Company’s approach on the workforce diversity of the Company and its subsidiaries (the “Group”).

2. SCOPE

This Policy applies to the employees of the Group.

3. POLICY STATEMENT

The Company recognizes and embraces the benefits of diversity in workforce and sees increasing workforce diversity as an essential element in maintaining the Group’s innovation and growth.

The Company believes that the workforce diversity is good for the Group and is committed:

- To attract and retain candidate(s) with a combination of competencies from the widest possible pool of available talent.
- To maintain a diversified working environment with diversity perspectives at all levels, in particular, those are aligning with the Company’s strategy and objectives.
- To ensure that the workforce has the appropriate balance of skills, experience and diversity of perspectives that are required to support the execution of its business strategy, seeking to attract, retain and motivate people and support the development of their potential to build competent, committed and successful teams.
- To ensure equal opportunities for all employees and create an inclusive and supportive work environment.

** For identification purpose only*

- To promote awareness of diversity and inclusion through regular training and communication.

The Company is committed to offer training and development opportunities to support the growth and advancement of employees from diverse backgrounds and to provide a positive work environment that values the wide-ranging perspectives of the workforce.

4. REVIEW OF THE POLICY

The Company will review and amend this Policy from time to time to ensure its continued effectiveness.

Note: If there is any inconsistency between the English and Chinese versions of this Policy, the English version shall prevail.