

Tianjin Development Holdings Limited

Workforce Diversity Policy

(Adopted by the Board on 30 March 2026)

1. Objective

Tianjin Development Holdings Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) value the diversity of its employees and is committed to establishing a diverse and inclusive workplace. This workforce diversity policy (“**Policy**”) is designed to outline the approach and commitment to diversity and inclusion at the Group.

2. Scope of Application

This Policy applies to all employees of the Group (including senior management).

3. Policy Statement

3.1 Diversity is one of the Group’s core values. The Group is committed to creating an inclusive and supportive work environment for its employees, respecting individual diversity and valuing the dignity of its employees.

3.2 The Group recognizes that diversity encompasses a broad range of characteristics, including but not limited to race, ethnicity, gender, age, disability, marital status, religious beliefs, cultural background, experience, skills, and perspectives, etc.

3.3 The Group strictly adheres to non-discriminatory employment practices and procedures and is committed to providing equal opportunity in recruitment, training and development, compensation, and employment and advancement opportunities.

4. Review of this Policy

This Policy will be reviewed by the board of directors of the Company (the “**Board**”) from time to time to ensure its continued effectiveness and relevance. The Board will monitor its implementation progress and may recommend revisions as and when necessary.