



**GREENHEART GROUP LIMITED**

**綠心集團有限公司**

*(Incorporated in Bermuda with limited liability)*

**(Stock Code: 94)**

## **Workforce Diversity Policy**

10 June 2025

**GREENHEART GROUP LIMITED**  
(the “Company”)

Workforce Diversity Policy

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**Purpose**

1. This Workforce Diversity Policy (the “Policy”) aims to set out the approach and commitment to inclusion and diversity in the workforce (including senior management) of the Company and its subsidiaries from time to time.

**Basic Principles**

2. The Company believes a diversified and inclusive working environment can promote a harmonious working atmosphere among employees, where employees are treated with dignity. A diverse workplace attracts and retains top talent, builds a high performance team, enhances creativity and innovation and improves decision making. All these perspectives are aligned with the Company’s value and culture.
3. The Company is committed to fostering gender diversity across its workforce. In order to create and maintain a heterogeneous workforce, the Company will make all employment-related decisions, including recruitment, employment, development, promotion and compensation, based on meritocracy regardless of gender, age, race, ethnicity, religion, sexual orientation, disability as well as cultural background.

**Measurable objectives**

4. The Company is committed to upholding gender diversity across its workforce where appropriate. Having regards to the nature of the forestry business, the Company does not have any quantitative target regarding gender diversity for the frontline workforce and will strive to maintain a level of no less than 30% female representatives for staff performing management and support functions.

**Review and Monitoring**

5. The Nomination Committee will review the implementation and the effectiveness of this Policy annually taking into account the Company’s business model and the nature of the industry.
6. The Nomination Committee will discuss any revisions to the Policy that may be required and make recommendation to the Board for approval.

**Disclosure**

7. This Policy or a summary of this Policy will be disclosed in the Corporate Governance Report contained in the Company’s annual report.