

EVER HARVEST GROUP HOLDINGS LIMITED
(THE “COMPANY”)

BOARD DIVERSITY POLICY

1. PURPOSE

This Policy aims to set out the approach to achieve diversity on the Company’s board of directors (the “Board”).

2. VISION

The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance and strengthen decision-making capabilities, thereby improving the overall effectiveness of the Board in achieving sustainable business operations and enhancing shareholders’ value.

3. POLICY STATEMENT

With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development.

All Board appointments will be based on meritocracy, and candidates will be considered against appropriate criteria, having due regard for the benefits of diversity on the Board and also the needs of the Board without focusing on a single diversity aspect.

The Company is committed to promoting diversity across all levels of the organization. Gender ratios of senior management and the workforce will be disclosed annually. The Company will consider implementing programs to develop a diverse talent pipeline for future leadership roles.

4. IMPLEMENTATION

The Company commits to selecting the best person for the role. Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural background and ethnicity, in addition to educational background, professional experience, skills, knowledge and length of service.

In accordance with the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, the Company shall ensure that the Board and the Nomination Committee include at least one director of a different gender. In the event of non-compliance (e.g. resignation of the sole director of a different gender), the Company shall publish an announcement immediately and appoint a suitable candidate within three months

to re-comply with the requirement.

If it involves the appointment of an independent non-executive director of the Board, the Nomination Committee shall also consider the perspectives, skills and experience that the person can bring to the Board, and how the person would contribute to the diversity of the Board.

The Company shall take into account its own business model and specific needs, and disclose the rationale for the factors it uses for this purpose. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board. The Board's composition (including gender, age, and length of service) will be disclosed in the Corporate Governance Report annually.

5. MEASURABLE OBJECTIVES

The Company aims to maintain a minimum of 10% female representation on the Board. This target will be reviewed annually and disclosed in the Corporate Governance Report.

6. MONITORING AND REPORTING

The Nomination Committee will report annually, in the Corporate Governance Report, on the Board's composition under diversified perspectives, and monitor the implementation of this Policy.

7. REVIEW OF THIS POLICY

The Nomination Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

8. DISCLOSURE OF THIS POLICY

This Policy will be published on the Company's website for public information.

A summary of this Policy and the progress of implementing this Policy will be disclosed in the annual Corporate Governance Report.

23 October 2025

NOTE: This document has been translated into Chinese. In case of discrepancies between the English version and Chinese versions, the English version shall prevail.