



CRAZY SPORTS GROUP LIMITED

瘋狂體育集團有限公司

(Incorporated in Bermuda with limited liability)

(Stock code: 82)

Workforce Diversity Policy (this “Policy”)

Introduction

Crazy Sports Group Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) recognises and embraces the benefits of diversity in its workforce and sees diversity as a wide concept, which can be achieved through consideration of a number of factors including, but not limited to skills, regional and industry experience, background, race, gender and other qualities. In informing its perspective on diversity, the Company will also take into account factors based on its own business model and specific needs from time to time.

This Policy is reviewed and amended as required from time to time to ensure its continued effectiveness. The Environment, Social and Governance Committee will monitor the Company’s progress on its effort to embed the principles of diversity and inclusion within its workplace, culture, strategy and processes, and may recommend revisions to the Board for approval.

Policy Statement

1. Diversity and inclusion are core values embraced by the Group. The Company is committed to creating and maintaining a diversified and inclusive working environment where individual differences are respected and all employees are treated with dignity. The Company is also committed to fostering gender empowerment, gender equality and gender diversity across its workforce.
2. The Group recognises that diversity encompasses a broad range of attributes, including race, ethnicity, gender, creed, religion, age, disability, sexual orientation and cultural background, as well as experience, skills and views. Each of these elements enriches the workplace experience and reflects the diversity of the communities in which the Group operates. The Group will strive to maintain its level of female employees at 30%.

3. The Group strictly adheres to non-discriminatory employment practices and procedures. It also actively promotes diversity and inclusion initiatives, celebrates diverse perspectives and contributions, and encourages collaboration and engagement among its workforce. It is committed to providing a positive work environment that values the wide-ranging perspectives inherent in its diverse workforce, free from all forms of discrimination or harassment.
4. This policy applies to all facets of employment, including recruitment and selection, professional development and training, compensation and benefits, performance evaluation, and career advancement.
5. The Company from time to time provides training and development opportunities that address the specific needs and career aspirations of diverse employees. It also offers training programs on diversity and inclusion-related topics.

Adopted on 30 June 2025