

TEXWINCA HOLDINGS LIMITED

(Incorporated in Bermuda with limited liability)

(the “**Company**”)

WORKFORCE DIVERSITY POLICY

PURPOSE

The workforce diversity policy (the “**Policy**”) aims to set out the principles and approaches for establishing a diverse and inclusive workplace.

SCOPE

The Policy applies to the workforce (including senior management) of the Company and its subsidiaries (collectively, the “**Group**”).

DIVERSITY AND INCLUSION

Diversity is a core value embraced by the Group. The Group is committed to creating an inclusive and supportive working environment for its employees, such that individual differences are respected and employees are treated with dignity. The Group is also committed to fostering gender empowerment, gender equality and gender diversity across its workforce, and providing equal opportunities in relation to recruitment, training and development, compensation, and career and promotion opportunities.

The Company recognises diversity as a broad concept, which can be achieved through consideration of a number of factors, including but not limited to gender, age, race, family status, religion, physical and mental disability, sexual orientation, cultural background, as well as experience and skills. In informing its perspective on diversity, the Company will also take into account factors based on its own business model and specific needs.

The Group enhances diversity and inclusion awareness among staff through regular training on relevant topics.

REVIEW AND DISCLOSURE

The Company will review the Policy from time to time as appropriate to ensure its continued effectiveness. The Company will disclose a summary of the Policy in the corporate governance report set out in its annual report.

(The Policy adopted in March 2026)