



延長石油國際有限公司

YANCHANG PETROLEUM INTERNATIONAL LIMITED

香港聯合交易所上市公司 Listed on the Stock Exchange of Hong Kong Limited (Stock Code: 00346)

WORKFORCE DIVERSITY POLICY

1. Purpose

- 1.1 The Company respects the diversity of its employees and is committed to building a diverse and inclusive work environment. The workforce diversity policy (the “**Policy**”) outlines our approach and commitment to inclusion and diversity in the workforce (including senior management).
- 1.2 The Policy applies to the Company and its subsidiaries (together the “**Group**”).

2. Inclusivity and Diversity

- 2.1 The Company believes that a diverse workforce and an inclusive culture would be beneficial to the Group's business development and drive high operational performance across the Group.
- 2.2 The Company is committed to fostering an inclusive, diverse, and supportive workplace where all employees, regardless of gender, age, family status, race, religion, disability or other characteristics protected by applicable laws, are valued, respected, and treated fairly with equal access to opportunities.
- 2.3 All employment-related decisions should be made based on merit, free from any form of bias or discrimination. Qualifications, experience, skills, potential and performance are the primary factors considered by the Group in employment, compensation, development and promotion.
- 2.4 The Company would like to build a work culture of open and honest communication. The Company does not tolerate any form of bias, discrimination, harassment and violence in the workplace and in any work-related circumstances. Employees may use the grievance procedures set out in the Company's Employee Handbook and express their concerns through the Company's Whistleblowing Policy.

3. Review and Monitoring

- 3.1 The Policy has been approved by the Board. The Board will review the implementation and the effectiveness of the Policy from time to time to ensure its appropriateness and compliance with the applicable laws and/or regulations.



延長石油國際有限公司

YANCHANG PETROLEUM INTERNATIONAL LIMITED

香港聯合交易所上市公司 Listed on the Stock Exchange of Hong Kong Limited (Stock Code: 00346)

4. Disclosure of this Policy

- 4.1 The Policy is available on the Company's website for public information.
- 4.2 A summary of the Policy will be disclosed in the Corporate Governance Report contained in the Company's annual report.

August 2025