China Success Finance Group Holdings Limited
(the "Company", together with its subsidiaries as the "Group"))

WORKFORCE DIVERSITY POLICY (the "Policy")

1. Purpose

1.1 The Policy aims to set out the approach to achieve diversity on the Group's senior management and employees.

2. Vision

2.1 The Group is committed to equality of opportunity in all aspects of its business and does not discriminate on the grounds of race, gender, disability, nationality, religious or philosophical belief, age, sexual orientation, family status or any other factor. The Group believes that workforce diversity greatly benefits the quality of its performance, while also enhancing decision-making capabilities and reducing cognitive biases, and is an essential element contributing to the sustainable development of the Company by enabling it to attract, retain and motivate employees from the widest possible pool of available talent.

2.2 The Group sees diversity as a wide concept and believes that a diversity of perspectives can be achieved through consideration of a number of factors, including gender, age, cultural and educational background or professional experience, skills, regional and industry experience, background, race, and other qualities etc.

2.3 In forming its perspective on diversity, the Group will also take into account factors based on its own business model and specific needs from time to time.

3. Policy statement

3.1 The Group considers increasing diversity at the workforce level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. The Group values diversity as fundamental drivers of innovation and growth.

3.2 In designing the composition of the workforce, diversity has been considered from a wide range of aspects, including but not limited to gender, age, marital status, family status, ethnicity, race, religion, cultural and educational background, disability, sexual orientation, professional experience, skills, knowledge, length of service and any other factors that the nomination committee of the Board may consider relevant and applicable from time to time.

3.3 The Group is committed to providing equal opportunities in employment-related decisions, including recruitment and selection, professional development and training, compensation and benefits, performance evaluation, and career advancement. The Group strictly adheres to non-discriminatory employment practices and procedures and actively promotes diversity and inclusion measures, celebrating different perspectives and contributions.

3.4 The Group is committed to prevent workplace discrimination, bullying and harassment. The Group is committed to ensure that staff rights and benefits are not violated or compromised, that forced labour is strictly prohibited in the Group, that discrimination or harassment against any employees is not tolerated in any shape or form, and that all employees receive fair treatment regarding work arrangement, promotion, disciplinary actions or dismissal.

3.5 This Policy applies to all aspects of employment, including recruitment and selection, professional development and training, compensation and benefits, performance evaluation, career advancement, transfer, dismissal and terms of employment.

4. Measurable objectives

4.1 The Group will monitor the gender diversity profiles at workforce level and, if it deems appropriate, set measurable objectives, including numerical targets, timelines and plans for achieving gender diversity.

5. Review and disclosure of the Policy

5.1 The nomination committee of the Board review the Policy on a regular basis to ensure its effectiveness, will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

5.2 The Group will disclose details of the Policy together with any measurable objectives it has set itself in this regard and the progress made towards achieving those objectives including the Company's diversity profile, in the corporate governance report set out in its annual report.

6. This Policy should be interpreted in its English version in case of ambiguities.

28 August 2026