

MEDIALINK GROUP LIMITED
羚邦集團有限公司
(the “Company”)
(Incorporated in the Cayman Islands with limited liability)

Workforce Diversity Policy
(Internal Use Only)

1. Purpose

Medialink Group Limited and its subsidiaries (the “Group”) recognizes and values employee diversity and is committed to creating an inclusive workplace across all Group entities.

This Policy explains how we build diversity into our daily workflows and governance practices. Diversity means creating fair and inclusive ways of working that helps our Company succeed over time.

2. Our Commitment

We commit to:

- **Fair opportunity:** Everyone has equal access to roles, training, and advancement.
- **Respectful culture:** We maintain a workplace where differences are valued, and people feel safe to contribute.
- **Inclusive workflows:** Recruitment, promotions, and project assignments are designed to reduce bias and encourage varied perspectives.
- **Growth and support:** We help staff develop their skills and careers while supporting their well-being.

3. Objectives

- **Board and leadership diversity:** Ensure a mix of backgrounds, skills, and experiences to strengthen governance.
- **Talent pipeline:** Build succession plans and mentorship programs that encourage diverse leadership.
- **Workforce inclusion:** Encourage hiring and development of people from different backgrounds and experiences.
- **Workflow checks:** Review key processes each year to confirm they are fair and inclusive.

The Group is dedicated to promoting gender empowerment, equality, and diversity across its workforce, while ensuring equal opportunities in recruitment, training, development, compensation, and career advancement.

4. Roles and Responsibilities

- **Board of Directors:** Oversees diversity objectives and reviews progress.
- **Nomination Committee:** Applies diversity principles when recommending appointments.
- **Management:** Applies inclusive practices in team workflows and decision-making.
- **HR & Compliance:** Monitor diversity outcomes and reports findings.

- **Employees:** Contribute to an inclusive environment and raise concerns about unfair treatment.

5. Training

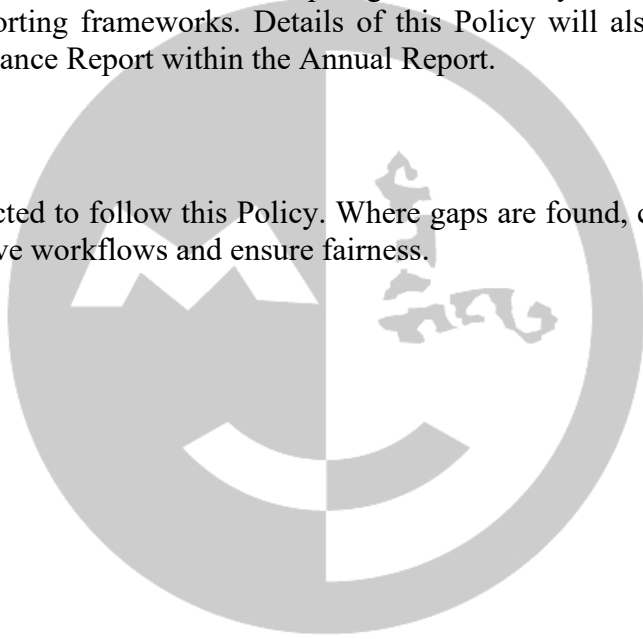
- The Group will periodically provide its employees with training on diversity and inclusion topics.

6. Monitoring & Review

- The Policy will be reviewed annually to ensure it remains effective.
- The Group will continue to monitor and report gender diversity data in line with applicable sustainability reporting frameworks. Details of this Policy will also be disclosed in the Corporate Governance Report within the Annual Report.

7. Accountability

- All staff are expected to follow this Policy. Where gaps are found, corrective actions will be taken to improve workflows and ensure fairness.

A large, light gray watermark of the Medialink logo is centered on the page. It consists of a circular emblem divided vertically. The left half contains a stylized mountain range, and the right half contains a stylized tree. Below the emblem, the word "Medialink" is written in a bold, sans-serif font.

Medialink