



FIRST PACIFIC COMPANY LIMITED

第一太平有限公司

(Incorporated with limited liability under the laws of Bermuda)

Website: www.firstpacific.com

(Stock Code: 00142)

DIVERSITY AND EQUAL OPPORTUNITY POLICY

This policy supports First Pacific's Code of Conduct (Code) and must be read in conjunction with the Code.

1. INTRODUCTION

First Pacific recognizes that diversity is an economic driver of competitiveness for companies, contributing to business success and shareholder value and is committed to nurturing an environment in which equal opportunity and diversity are recognized as being essential to the performance of First Pacific and incorporated into our day-to-day business. Some of the generally accepted corporate benefits arising from employee and Board diversity include better financial performance and improved workforce participation.

We recognize that people bring different skills and qualities to the workplace and strive to value people's differences and create an inclusive workplace culture.

In addition, the promotion of diversity broadens the pool for recruitment of high-quality employees and board members, enhances employee retention, encourages greater innovation and improves our corporate image and reputation.

First Pacific staff are required annually to complete unconscious bias training to raise self-awareness of implicit bias and provide strategies to reduce discriminatory behaviors.

2. POLICY

At First Pacific, we conduct business activities such as hiring, promotion and compensation of people, without regard to race, color, ethnicity, religion, national origin, gender, gender identity or expression, sexual orientation, family or marital status, dependents, genetics, disability, age, social origin or political views.

All recruitment, job assignment, remuneration and benefits, training, and promotions are based on merit, performance and potential using objective criteria with support from First Pacific's Human Resources Department.

First Pacific works to eliminate artificial, unfair and inappropriate barriers to workplace participation.

For employees with disabilities, First Pacific makes workplace accommodations that comply with applicable laws and are reasonable and needed for effective job performance.

We provide workplace flexibility and family leave entitlements (for birth or adoption of a child, marriage, illness, family emergency, or death of a loved one) to help First Pacific people balance their work and family responsibilities.

We treat everyone equally and don't tolerate any kind of harassment or prejudice. In respecting and valuing the diversity of our employees and all with whom we do business, managers are required to ensure a working environment that is free of all forms of harassment. First Pacific people are required to report instances of alleged harassment or prejudice to their manager, to the Human Resources Department or to First Pacific's Chief Sustainability Officer.

Responsibility for this policy lies with the Company's Head of Human Resources, who reports directly to the Chief Executive Officers.

Revised on 24 August 2023

###