

Human Resources Policy

As the general principles on human resources-related matters, this policy applies to Kum Shing Group Limited and all its local operating subsidiaries (collectively the “Group” or “we”). All joint venture entities and business partners, such as sub-contractors, and suppliers of goods and services, are encouraged to make reference to the principles of this policy where applicable.

We pursue this commitment by:

- Complying with all applicable laws and regulations relating to employment practices.
- Providing a friendly working environment that values diversity and inclusion. In all aspects of employment, including recruitment, compensation and benefits, training, transfer, promotion, and termination, we provide equal opportunity and prohibit all forms of harassment and discrimination on the grounds of sex, marital status, pregnancy, family status, race, religion, disability or age.
- Investing in talent to drive long-term business development, ensuring that employees have completed all relevant skill and knowledge training required by regulations, clients and the corporate for the performance of their duties, encouraging professional development and self-improvement, actively cultivating the talents of individual members, and fostering a corporate culture of continuous learning.
- Upholding the best conduct and integrity principles, striving to ensure a fair, just and professional working environment, and taking a firm stance against any breach of integrity and misconduct.
- Promoting a people-oriented management culture and family-friendly practices that align the needs of the business with those of the individuals, to encourage employees to better integrate their work and life.
- Providing competitive remuneration and incentives to attract, develop, retain and motivate talent. Remuneration should be determined and reviewed on the basis of objective criteria, with reference to the industry and market conditions, and should highlight the value of work and performance to encourage the commitment and continuous improvement of our employees.

Rex Wong Siu-han, JP
CEO
1 April 2025