



瑞聲科技控股有限公司
AAC Technologies Holdings Inc.

(Incorporated in the Cayman Islands with limited liability)

(Stock code: 2018)

Diversity Policy

(Adopted by the Board on 16 August 2013, modified on 16 February 2016, 9 December 2022 and 16 December 2025)

I. Purpose

This Policy sets out the approach to promote the diversity at both the Board of Directors (the “Board”) of the Company (together with its subsidiaries, the “Group”) and the workforce levels (including senior management) of the Group (the “Workforce”). It outlines the Company’s approach and commitment to inclusion and diversity in the Board and the Workforce.

LR13.92

II. Policy Statement

The Company recognizes and embraces the benefits of having a diverse Board and Workforce to enhance its performance. A truly diverse Board and Workforce will include and make good use of different knowledge, skills, geographic and industry experiences, background, ethnicity, gender and other qualities of the Directors and Workforce. The differences will be taken into account in determining the optimum composition of the Board and Workforce with complementary members. All Board appointments will be based on meritocracy, while taking into account diversity, including gender diversity. All employment-related decisions should be made based on merit, free from any form of bias or discrimination.

III. Measurable Objectives

Selection of candidates to the Board and to the Workforce will be based on broadening the range and diversifying perspectives, which would include but not be limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge, and length of service. The ultimate

decision will be based on merit and contribution that selected candidates will bring to the Board, and the extent of their contribution to the strategy and success of the Company. The Board's composition will be disclosed in the Corporate Governance Report annually.

IV. Gender Diversity

The Board shall not be a single gender board and shall consist of directors of different genders. LR13.92

The Company is also committed to fostering gender empowerment, gender equality and gender diversity across its Workforce.

V. Monitoring and Reporting

The Nomination Committee of the Company will report annually, in the Corporate Governance Report, on the Board's composition in terms of diversity, and monitor any measurable objectives it has set itself in this regard. MDR J of App C1

VI. Policy Review and Reporting

The Nomination Committee of the Company will review the implementation and effectiveness of this Policy on an annual basis to ensure it remains fit for the purpose and recommend any changes to the Board for consideration and approval, and report annually, in the Corporate Governance Report, the results of the review of the implementation of this Policy conducted during the year and progress on achieving those objectives. MDR J of App C1

VII. Disclosure

A summary of this Policy regarding diversity on the Board and in the Workforce will be disclosed in the Corporate Governance Report. This summary will include the measurable objectives (e.g. numerical targets and timelines) set for promotion of gender diversity on the Board, the measures the Company has adopted to develop a pipeline of potential successors to the Board to achieve gender diversity, and the results of the Company's review of the implementation of this Policy conducted during the year. Additionally, it will outline any plans or measurable objectives (e.g. numerical targets and timelines) set for achieving LR13.92 MDR J of App C1

gender diversity in the Workforce, and progress on achieving those objectives. Where applicable, the Company will disclose any mitigating factors or circumstances which make achieving gender diversity across the Workforce more challenging or less relevant.

The Company will also disclose the gender ratio of (i) senior management; and (ii) the Workforce (excluding senior management).