



J&T Global Express Limited

極兔速遞環球有限公司

*(A company controlled through weighted voting rights and
incorporated in the Cayman Islands with limited liability)*

(Stock code: 1519)

WORKFORCE DIVERSITY POLICY

(Adopted by the Company pursuant to the board resolutions on December 16,
2025)

1. Policy Statement

J&T Global Express Limited (the “Company” together with its subsidiaries and controlled affiliates, the “Group”) values diversity and inclusion as essential drivers of innovation and growth. The Group is committed to establishing a workplace culture where its employees are valued and empowered to contribute their unique perspectives. This policy applies to all Group companies.

2. Diversity and Inclusion

2.1 The Company is committed to creating and maintaining a diversified and inclusive working environment where individual differences are respected and all employees are treated with dignity. The Company is also committed to fostering gender empowerment, gender equality and gender diversity across its workforce.

2.2 All employment-related decisions should be made based on merit, free from any form of bias or discrimination.

2.3 Qualifications, experience, skills, potential and performance are the primary factors considered by the Company in employment, compensation, development and promotion.

2.4 The Company does not tolerate any form of bias, discrimination, harassment and violence in the workplace and in any work-related circumstances.

2.5 This policy applies to all facets of employment, including recruitment and selection, professional development and training, compensation and benefits, performance evaluation, and career advancement.

3. Professional Development and Advancement

The Company from time to time provides training and development opportunities that address the specific needs and career aspirations of diverse employees. It also offers training programs on diversity and inclusion-related topics.

4. Review and Monitoring

The nomination committee of the Company will review the implementation and the effectiveness of this policy on an annual basis. Any revision to this policy as recommended by the nomination committee will be submitted to the Board for consideration and approval.

End