

**MINISO Group Holding Limited**  
**Workforce Diversity Policy**  
**(Adopted and approved on August 21, 2025, effective from August 22, 2025)**

**1. PURPOSE**

- 1.1 MINISO Group Holding Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) believes that a diverse workforce and an inclusive culture are fundamental to the Company’s sustainable growth and operational success, driving high performance across the Group.
- 1.2 The Workforce Diversity Policy outlines our approach and commitment to inclusion and diversity in the workforce (including senior management).

**2. SCOPE**

- 2.1 This policy applies to the Company and its subsidiaries.

**3. INCLUSIVITY AND DIVERSITY**

- 3.1 The Company is committed to fostering an inclusive, diverse, and supportive workplace where all employees, regardless of gender, age, family status, race, ethnicity, religion, sexual orientation, gender identity, disability or other characteristics protected by applicable laws, are valued, respected, and treated fairly with equal access to opportunities.
- 3.2 All employment-related decisions should be made based on merit, free from any form of bias or discrimination.
- 3.3 Qualifications, experience, skills, potential and performance are the primary factors considered by the Company in employment, compensation, development and promotion.
- 3.4 The Company does not tolerate any form of bias, discrimination, harassment and violence in the workplace and in any work-related circumstances.
- 3.5 The Company allows all employees to report issues concerning discrimination, harassment, victimization or vilification.

**4. MEASURABLE OBJECTIVES**

- 4.1 Considering the nature of our business and the markets in which we operate, gender diversity would be the more common and significant issue for the Company.
- 4.2 The Company commits to upholding diversity of gender, background, skills and experience across our workforce, maintaining an appropriate level of female staff and ensuring strong female representation at the management level. The Company will strive to maintain a reasonable level of female representation for senior management and employees.

4.3 The Nomination Committee shall review the workforce diversity, discuss and consider the measurable objectives set for implementing this Policy and the process made in achieving the measurable objectives (in particular, the gender diversity targets) annually. The Nomination Committee shall also conduct regular reviews to identify any gender pay gaps and ensure equal pay for work of equal value.

**5. APPROVAL AND REVIEW OF THIS POLICY**

5.1 This Policy has been approved by the board of Directors of the Company (the “**Board**”). The implementation and the effectiveness of this Policy will be reviewed and assessed from time to time. Any revision to this Policy will be submitted to the Board for consideration and approval.