VESON HOLDINGS LIMITED
鋭 信 控 股 有 限 公 司

(Incorporated in the Cayman Islands with limited liability)
(Stock Code: 01399)

Workforce Diversity Policy

Purpose

1. This Policy aims to set out the approach to achieve diversity in the workforce of Veson Holdings Limited (the "**Company**"). The Company is committed to cultivating and preserving a diverse and inclusive workplace where every staff is valued, respected, and treated fairly with equal access to opportunities.

Scope of Application

2. This Policy applies to employees of the Company and its subsidiaries.

Policy Statement

3. The Group upholds the principles of equality and non-discrimination in its business operations. Employees are provided with equal opportunities regardless of their gender, age, nationality, ethnic background, religion, political affiliation, marital status, pregnancy status, veteran status and physical disability.

4. The Group is committed to prevent workplace discrimination, bullying and harassment. The Group is committed to ensure that staff rights and benefits are not violated or compromised, that forced labour is strictly prohibited in the Group, that discrimination or harassment against any employees is not tolerated in any shape or form, and that all employees receive fair treatment regarding work arrangement, promotion, disciplinary actions or dismissal. In particular, the Group strives to ensure that:

   (a) employees are not discriminated against or deprived of opportunities due to their diverse profiles;

   (b) employees' rights are protected irrespective of their ethnic groups, social class, nationality, religion, disability, gender, sexual orientation, trade union membership, and political affiliation;

   (c) equal opportunity is provided to each employee in all aspects of employment, benefits and welfare, performance appraisal promotion, training and development;

(d) employees are not treated unfavourably in case of pregnancy, and reasonable adjustments are made to the working conditions or hours of work for female workers during pregnancy, such as applications for workplace transfer if needed and ensuring adequate rest time; and

(e) all forms of sexual harassment in and outside of the workplace are strictly prohibited, including sexual discrimination, sexual harassment, sexual assault, sexual coercion, sexual exploitation, relationship violence, stalking and/or acts perpetrated against a person's will or when a person is incapable of giving consent.

5. The Group is committed to complying with all applicable equal opportunities legislation in all employment-related decisions such as recruitment, performance and compensation evaluation, promotion, transfer, training, dismissal, as well as employment terms.

6. The Group is also committed to fostering gender empowerment, gender equality and gender diversity across its workforce. Taking into account the nature the Group's business and the markets in which it operates, the Group commits to upholding diversity of gender, background, skills and experience across our workforce, wherever feasible, maintaining an appropriate level of staff in different gender and ensuring adequate representation of different gender at different levels of workforce.

7. The Company will monitor the gender diversity profiles at workforce level and, if it deems appropriate, set measurable objectives, including numerical targets, timelines and plans for achieving gender diversity.

Monitoring

8. The Company will monitor the process it has used to implement this Policy.

Review of this Policy

9. The Company will review this Policy from time to time and recommend any proposed changes to the Board for approval.

Disclosure of this Policy

10. This Policy will be published on the Company's website for public information.

Adopted by the Board on 2 June 2026.