

VISION VALUES HOLDINGS LIMITED

遠見控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 862)

(the “Company”)

Workforce Diversity Policy

1. Purpose

This Workforce Diversity Policy is adopted to comply with the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“HKEX”) and Corporate Governance Code requirements. Vision Values Holdings Limited (the “Company”) recognizes that diversity and inclusion are essential to sustainable growth, innovation, and effective governance. This policy sets out our commitment to fostering a workplace that values differences and ensures equal opportunities for all employees.

2. Guiding Principles

- **Equal Opportunity:** Employment-related decisions (recruitment, promotion, training, compensation, and termination) will be based solely on merit, qualifications, skills, and performance.
- **Respect and Inclusion:** We are committed to maintaining a workplace free from discrimination, harassment, or victimization on the basis of age, gender, gender identity, sexual orientation, marital status, pregnancy, family responsibilities, disability, race, ethnicity, nationality, religion, or any other protected characteristic.
- **Merit-Based Advancement:** Career progression is determined by demonstrated ability, experience, and potential, not by personal attributes unrelated to job performance.
- **Compliance:** All practices will comply with applicable equal opportunity laws and HKEX governance requirements.

3. Scope

This policy applies to all employees, directors, contractors, and consultants engaged by the Company, across all jurisdictions in which we operate.

4. Implementation Measures

- Recruitment Practices: Job postings and hiring processes will be designed to attract diverse candidates and ensure fair evaluation.
- Training & Awareness: Regular training will be provided to employees and management to raise awareness of diversity, inclusion, and unconscious bias.
- Workplace Environment: We will promote a safe, respectful, and inclusive environment where employees feel empowered to contribute fully.
- Reporting & Accountability: Employees will have access to grievance procedures and whistleblowing channels to report concerns related to discrimination or harassment.
- Board Oversight: The Board of Directors will oversee the implementation of this policy and review its effectiveness periodically.

5. Monitoring & Review

- The Company will not set numerical diversity targets, as such targets may not meaningfully reflect the quality of inclusion or fairness achieved.
- Instead, we will regularly review our practices, policies, and workforce composition to ensure alignment with our diversity objectives and HKEX requirements.
- The Board will report annually on the effectiveness of this policy in the Corporate Governance Report.

6. Continuous Improvement

Workforce diversity is a long-term commitment. The Company will continue to refine its practices, guided by evolving legal requirements, stakeholder expectations, and best practices in corporate governance.

December 2025

This Workforce Diversity Policy is written in English and Chinese. In case of any inconsistency, the English version shall prevail.