

## DIVERSITY, EQUITY AND INCLUSION POLICY

Effective Date: 01 July 2025

Version: 2.0

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### 1. SUMMARY

Consistent with VANITY GROUP's Global Human Rights Policy and goal to create a fully inclusive culture, it is VANITY GROUP's global policy to comply in each of the countries in which the company operates with applicable federal, state and local laws and to provide equitable employment opportunity to Company employees and applicants for employment, regardless of race, colour, creed, religion, gender, sexual orientation, gender identity or expression, intersex, national origin, marital or civil union status, pregnancy, ancestry, citizenship, age, military or veteran status, disability, genetic characteristics, HIV status or any other characteristic protected by law. This policy applies to all aspects of the Company's employment practices, including but not limited to, recruiting, hiring, training, transfers, promotions, compensation, and terminations.

### 2. RECRUITMENT & PROMOTION

It is VANITY GROUP's policy to provide equitable opportunity for all candidates at each step of the recruitment process, sourcing, screening, assessment, and selection. Any candidate requiring a reasonable accommodation / adjustment for a disability should communicate this to the recruiting team. It is VANITY GROUP's policy to provide similar equitable opportunity to all employees through all stages of the internal recruitment / promotion process. This policy supports VANITY GROUP's stated goal to work towards gender balance at all levels of the organization.

Any employee requiring a reasonable accommodation / adjustment for a disability should notify management or their Human Resources Representative. We are working hard to create an environment in which all employees are valued and respected, including those with disabilities.

We committed:

- Commit to supporting employees' career development by providing adequate training.
- Achieve a 20% increase in the average training hours per employee by 2030 compared to 2024.

### 3. EQUAL PAY FOR EQUIVALENT WORK

VANITY GROUP is committed to achieving gender balance and to provide equal pay for equivalent work. VANITY GROUP conducts regular gender pay-gap reviews to identify areas for additional focus.

### 4. EMPLOYEE PROFESSIONAL DEVELOPMENT

It is VANITY GROUP's policy that each employee has equitable access to professional development opportunities when compared with others in equivalent roles and levels of the organization. VANITY GROUP conducts reviews to ensure gender balance in access to its professional development offerings.

## 5. WORKING CONDITIONS

VANITY GROUP is committed to providing all employees with good working conditions by ensuring that they have adequate wages, working hours, and benefits. Achieve a 11% increase in the number of employees eligible for health care coverage by 2030 compared to 2024.

## 5. PRIVATE ARBITRATION

VANITY GROUP prohibits all entities, globally, from entering private arbitration with its employees for all claims of unlawful harassment and discrimination, including but not limited to claims of harassment or discrimination on the basis of gender, race/ethnicity, or disability.

## 6. REPORTING & NON-COMPLIANCE

Employees with questions or concerns about discrimination in the workplace are encouraged to bring these issues to the attention of their Human Resources Representative, any other member of management, or the VANITY GROUP Hotline. Appropriate disciplinary action up to and including termination may be taken against any employee who violates this policy.

## 7. RIGHT TO MODIFY POLICY

The Company reserves the right to amend, modify or discontinue this Policy at any time, for any reason.

**Signature:**

**Date: 01 July 2025**



**Jie Ma**  
**Chief Operating Officer**  
**VANITY GROUP**