



**Vincent  
Medical**

**Vincent Medical Holdings Limited**

**永勝醫療控股有限公司**

(the “**Company**”, together with its subsidiaries, the “**Group**”)

*(Incorporated in the Cayman Islands with limited liability)*

(Stock code: 1612)

## **WORKFORCE DIVERSITY POLICY** **(this “Policy”)**

First adoption date: 20 August 2025

### **1. Purpose**

The Group values the diversity of its employees (including senior management) and is committed to fostering a diverse, inclusive and equitable workplace.

### **2. Scope**

This Policy applies to all employees (including senior management) of the Group.

### **3. Principles**

- 3.1 The Group is committed to promoting workforce diversity across all levels, including senior management. Diversity encompasses, but is not limited to, gender, educational background, professional qualifications, skills, industry experience and other relevant attributes. In forming its perspective on diversity, the Group will take into account factors based on its own business model and specific needs from time to time.
- 3.2 The Group is also committed to fostering gender empowerment, gender equality and gender diversity across its workforce, and providing equal opportunities in relation to recruitment, training and development, compensation and career and promotion opportunities.
- 3.3 The Group prohibits discrimination on the grounds of race, gender, disability, nationality, religious belief, age, sexual orientation, family status or any other factor.

- 3.4 All employment decisions of the Group (including recruitment, training and development, promotion and compensation) shall be made based on merit, qualifications and business needs, with due regard for the benefits of diversity of skills, experience and perspectives and free from discrimination or bias.

#### **4. Review of this Policy**

The Nomination Committee, together with the board of the directors of the Company (the “**Board**”), will review this Policy, as appropriate (and not less than an annual basis), to ensure its implementation and effectiveness of this Policy. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

#### **5. Disclosure**

The Company shall disclose matters relating to this Policy in accordance with the Corporate Governance Code as contained in Appendix C1 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (as amended from time to time) and other applicable rules.