



VTech Holdings Limited
(Incorporated in Bermuda with limited liability)
(Stock code: 303)

Workforce Diversity Policy

1. Purpose

VTech Holdings Limited (the “Company”, and together with all its subsidiaries referred to as “we”, “VTech” or the “Group”) is committed to respecting, upholding, protecting and embracing people of different ages, genders, marital statuses, medical conditions, races, religions, disabilities, or any other status protected by the laws or regulations in the locations where we operate. This policy (the “Policy”) outlines this commitment of VTech together with all its employees. It should be read in conjunction with the VTech’s Code of Conduct, Human Rights Policy and Board Diversity Policy.

2. Principles of Our Commitment

VTech promotes a culture of integrity through human resources management policies designed to foster a caring atmosphere of mutual respect in the workplace. Our commitment is guided by international human rights principles outlined in the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights.

Building a diverse and inclusive workforce with equal employment opportunities empowers us to deliver innovative products and solutions to our customers, thereby facilitating sustainable business development of the Group. We also have procedures and practices in place throughout the process of attracting, engaging, and retaining talent to ensure that our employment activities are aligned with the applicable laws and regulations.

3. Our Policy

Building a Diverse and Inclusive Workplace

- All employees are treated fairly, equally and with respect and dignity. Any form of discrimination on the basis of race, religion, gender, age, marital and family status, ethnicity, national origin, citizenship, disability, or other factors protected by the laws or regulations in the locations where we operate will not be tolerated in the workplace.

- We conduct employee satisfaction surveys regularly to gather and address employees' feedback.
- We are committed to providing a wide range of training and development opportunities to help employees at all levels enhance their skills and advance their careers. For example, through the offering of external professional course subsidies and the promotion of self-directed e-learning programmes, we proactively support employees' professional development to acquire the relevant skills, knowledge, and qualifications that correspond to their job requirements and career aspirations.

Promoting Equal Opportunity Employment

- VTech adopts the principle of equal employment opportunity and is committed to providing employees with a work environment free from discrimination.
- Employment decisions, including recruitment, reward, promotion and career development, are based solely on individuals' qualifications, skills, experience, performance and alignment with the Group's business needs, and not on personal characteristics, to avoid any potential unconscious bias.
- VTech provides equitable welfare and benefits to our employees in accordance with the applicable local laws or regulations in which we operate. We ensure that all employees are paid equitably and fairly, with compensation practices free from gender, racial, or any other forms of bias.

Promoting Diversity

- VTech is committed to building a diverse workforce and providing equal employment opportunities for all its employees. We also take steps to promote diversity at all levels, including the Board of Directors, management positions and general staff.
- We regularly review and refine our recruitment and hiring practices to identify areas for improvement in attracting, hiring and retaining diverse talent.
- VTech aligns with Goal 5 of the United Nations Sustainable Development Goals - Gender Equality, and is committed to promoting fair work opportunities and supporting their career advancement regardless of gender identity. We also take measurable steps to promote gender diversity with targets for workforce and management positions of the Group.

Prohibiting Discrimination and Harassment

- We strictly prohibit any kind of discrimination and harassment, whether physical, verbal, visual or sexual.
- Employees found to have engaged in discrimination or harassment will be subject to appropriate disciplinary action, up to and including termination of employment.

4. Reporting Grievances and Inappropriate Conduct

Employees who witness or believe they have been subjected to discrimination, harassment, or other inappropriate conduct are encouraged to report such conduct immediately to their head of department, Human Resources Department, or the Head of Internal Audit.

VTech maintains a Whistleblowing Policy to facilitate the reporting of matters of harassment and violations of this Policy by employees, in confidence and with anonymity, without the fear of retaliation. Multiple communication channels are provided to all parties interested in reporting suspected violations of this Policy. Grievance reports may be submitted through the communication channels stated in the Whistleblowing Policy.

We have established procedures to determine the appropriate mode of investigation and to implement any subsequent corrective actions. We will take prompt and necessary steps to mitigate adverse impacts and make appropriate remedies available to the affected employees, based on the issues and circumstances identified in our investigation.

VTech Whistleblowing Policy: <https://www.vtech.com/en/about-us/corporate-governance>

5. Engagement

In order to engage with our employees for the promotion of a diverse and inclusive workplace across the Group, and to ensure that their behaviour is aligned with our principles and practices, this Policy and other related internal policies and procedures are communicated to our employees via internal bulletin boards. We also provide regular training to employees on the topics of diversity, equity and inclusion, with the latest updates on market practices, and applicable laws and regulations. The workforce data and inclusion targets of the Group are regularly reported through our annual sustainability report and other appropriate disclosure(s).

6. Implementation and Review

The Group's Human Resources Department, acting under the guidance of the Risk Management and Sustainability Committee (the "RMSC"), is responsible for reviewing this Policy on an annual basis with respect to its relevance and effectiveness. The Human Resources Department will also make recommendations for improvement on workforce diversity and hiring procedures to RMSC as necessary. This Policy is accessible to our employees via the Company's internal portal, and to other interested parties via our corporate website (www.vtech.com/en/about-us/corporate-governance/) or upon request.