
The Commitment of Vipshop to Diversity, Equity, and Inclusion

1. Purpose

Diversity, equity, and inclusion (DEI) in the workplace have positive implications for talent attraction, innovation stimulation, business growth, and more. Diversity refers to the variety of employees, including but not limited to their gender, age, race, physical abilities, religious beliefs, and gender expressions. Equity means treating all employees with fairness and justice, and eliminating prejudice and discrimination in opportunities, policies, and mechanisms. Inclusion means creating an environment where everyone feels welcomed and respected, allowing employees from diverse backgrounds to fully participate in company affairs and activities.

Vipshop believes that a culture of diversity, equity, and inclusion is the cornerstone of creating a vibrant workplace. We are committed to advancing the implementation and integration of DEI culture across various organizational levels to increase employee empathy and sense of belonging, promote sustainable corporate development, and foster social fairness and inclusivity.

2. DEI Governance Structure

Vipshop has incorporated DEI into the group's ESG development strategy. The progress of DEI efforts is regularly monitored and assessed by the ESG committee, and specific implementation actions are driven by the ESG Task Force.

3. Our Action Commitments

To create a more diverse, equitable, and inclusive cultural environment where employees feel secure and can fully utilize their strengths, we make the following commitments:

- **Enhancing Diversity in Workforce Composition**

We believe that employees from different backgrounds may bring diverse perspectives, helping us create more value and drive innovation. In the future, we will continue to promote diversity practices at both the board and employee levels, fostering a more dynamic and creative workplace at Vipshop.

- **Promoting Fairness in Talent Utilization Throughout the Entire Lifecycle**

We will continually refine policies and processes throughout the talent acquisition,

development, utilization, and retention stages to ensure fair and equitable allocation of resources. We acknowledge that in some environments, there may be advantages or barriers, such as employees with disabilities facing slight disadvantages in physical abilities. We will identify these disadvantages and gaps, empower employees to unleash their full potential through a series of measures, and ensure that employees from all backgrounds have opportunities for growth, contribution, and development.

- **Establishing DEI Resource Groups**

We will select representative groups of employees to form DEI resource groups, shaping an open and inclusive workplace culture. Vipshop will provide resources to support the positive activities of each group, aiming to ensure that every Vipshop employee is respected, seen, heard, and valued, actively participating in the company's development.

- **Conducting DEI Training**

We will provide DEI leadership training for all members of the ESG Committee to ensure that management understands the essence and value of DEI, better supervising and managing DEI issues, making decisions fairly and transparently, and setting an example for inclusive behavior.

We will provide DEI education and training for HR Business Partners (HRBP), interviewers, members of talent promotion review committees, etc., to ensure that relevant personnel understand professional knowledge and incorporate DEI principles into the entire talent lifecycle, eliminating any discriminatory or biased behaviors.

We will provide DEI awareness training for all employees, actively promoting DEI culture, enhancing employees' awareness and emotional connection with different groups, ensuring that employees fully understand that behaviors such as discrimination, harassment, racism, and workplace bullying are unacceptable in our workplace.

4. Transparent Communication Mechanism

Vipshop will disclose the progress and effectiveness of DEI-related work through the annual ESG report. Please access the relevant content through the official website's ESG section at <https://h5rsc.vip.com/esg/esg/index.html>, or Investor Relations section at <https://ir.vip.com/sustainability>. If you have any questions or suggestions, please contact us at IR@Vipshop.com.