



China Hongqiao Group Limited

中国宏桥集团有限公司

(Incorporated in the Cayman Islands with limited liability)

(the “Company”)

(Stock Code: 1378)

HUMAN RIGHTS POLICY AND ANTI-TRAFFICKING STATEMENT
(Adopted by the Sustainability Committee of the Company on 15 August 2025)

I. Core Concepts and Objectives

China Hongqiao Group Limited and its subsidiaries (hereinafter referred to as "China Hongqiao" or "the Group") are committed to respecting and protecting human rights in global operations, integrating human rights concepts into strategic decision-making and daily operations. We are committed to taking social responsibilities by ensuring that the rights of employees, suppliers, communities and other stakeholders are protected from any negative impact of our business activities. We strive to create an inclusive, supportive, fair, safe, healthy, harmonious and non-discriminatory working environment for all employees.

II. Values and International Standards

China Hongqiao adheres to the principle of “Starting the Business for the Country and Benefiting the People” and abides by the following internationally recognized human rights guidelines:

- The United Nations *Universal Declaration of Human Rights*;
- The United Nations *International Convention on the Elimination of All Forms of Racial Discrimination*;
- *The United Nations Global Compact* and its four principles in human rights, labor, environment and anti-corruption;
- *The United Nations Guiding Principles on Business and Human Rights* (UNGP), fulfilling the corporate responsibility to "respect human rights";
- Eight core conventions of the International Labour Organization (ILO), including conventions prohibiting forced labor and child labor, and safeguarding freedom of association and equal opportunities for employment;
- Organization for Economic Co-operation and Development (OECD) *Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas* (3rd edition);
- United Nations *Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery*.

III. Scope of Application

This policy applies to all employees of China Hongqiao Group headquarters and subsidiaries/branches with operational control (full-time employees, part-time employees, interns, and dispatched workers, including board members and senior management), covering all aspects of the value chain, including production, operations, sales, and services. The Group actively promotes relevant contractors, suppliers and partners to implement this statement. In the event of a conflict between applicable local laws and international human rights standards, the higher protection standard shall prevail.

IV. Specific Action Commitments

The Group solemnly commits to respecting human rights and implementing a zero-tolerance policy against human trafficking and slavery. We strictly comply with laws, regulations and international labor conventions, prohibiting and not supporting the use of child labor, protecting the rights and interests of minors and women, and prohibiting any form of discrimination and enslavement of employees. We strive to fulfill our corporate social responsibilities.

To fulfill the above commitments, we adopt the following policies:

1. The Group complies with the United Nations Guiding Principles on Business and Human Rights, formulating the policy commitments that respect human rights, and conducting human rights due diligence.
2. The Group complies with relevant international standards, including applicable national and local government laws and regulations, ensuring the respect for the rights and interests of women.
3. The Group complies with applicable laws, regulations and other requirements, and establishes an equal, healthy, safe, harmonious and non-discriminatory working environment. The Group's employment practices, working hours, salary and benefits, and various management systems all comply with applicable laws and regulations.
4. The Group respects the rights and interests of indigenous peoples, in accordance with international standards, including applicable national and local government laws and regulations. In project design, feasible alternatives are considered to avoid or minimize the relocation of communities from substantial locations or properties, while balancing environmental, social, financial costs and benefits, with special attention to the impact on the poor, vulnerable groups and women. The Group respects the legal and customary rights and interests of local communities in relation to their land, livelihoods and the use of natural resources, and takes appropriate steps to prevent and address any adverse impact of the Group's activities on the livelihoods of local communities.
5. The Group commits to not using minerals sourced from conflict-affected and high-risk areas, and not contributing to armed conflicts or human rights abuses.

6. The Group will supervise and strive to improve established systems to ensure that modern slavery does not exist in our business practices, and that any individuals or entities we engage with do not benefit from or contribute to modern slavery in any form.

V. Supplementary Provisions

1. Continuous Improvement

When necessary, revise the policy and statement according to legal and regulatory changes, industry standards and feedback from stakeholders, and publicly update the content through the official website, ESG reports, etc., to ensure the adaptability and effectiveness of the policy and statement.

2. Approval Authority

The policy and statement is reviewed and approved by the Sustainability Committee under the Group's Board of Directors and shall come into force on the date of issuance.

3. Interpretation

The policy and statement shall be interpreted by China Hongqiao. The document is prepared in both Chinese and English. In case of any discrepancy between the Chinese and English versions, the Chinese version shall prevail.