



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)

POLICY ON THE PROTECTION OF THE RIGHTS AND INTERESTS OF WOMEN

(Adopted by the Sustainability Committee of the Company on 15 August 2025)

I. Introduction

China Hongqiao Group Limited and its subsidiaries (hereinafter referred to as "China Hongqiao" or "the Group") formulate this policy in response to the requirement of "Achieve gender equality and empower all women and girls" in United Nations Sustainable Development Goal (SDG) 5, and in practice of the legal system for protecting women's rights and interests, with the *Constitution of the People's Republic of China* as the overarching principle and supported by applicable local laws and regulations such as the *Law of the People's Republic of China on the Protection of Women's Rights and Interests* and the *Labor Law of the People's Republic of China*. This policy aims to eliminate gender discrimination, safeguard female employees' legitimate rights and interests in employment, labor protection, maternity benefits, etc., prevent workplace sexual harassment, build an equal, respectful, and inclusive working environment, and promote the comprehensive implementation of gender equality in business operations.

II. 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 entire value chain, including production, operations, sales, and services. The Group actively promotes implementation of this policy by relevant contractors, suppliers and partners. In the event of a conflict between this policy and applicable local laws and international standards for the protection of women's rights and interests, the higher standard shall prevail.

III. Core Policies

1. Equal Employment

1.1 Women shall enjoy equal employment rights with men in obtaining employment. When recruiting employees, the Group shall not, on the grounds of gender, refuse to employ women or raise the employment standards for women, except for types of work or positions unsuitable for women as specified by national regulations.

1.2 In promoting career development, the Group shall not include any provisions in employment contracts that restrict female employees from marrying or having children.

1.3 In promoting equal pay for equal work, the Group fully implements the principles in accordance with *The Outline for Women's Development in China (2021-2030)*. The Group established a fair and reasonable wage distribution system, ensuring that workers engaged in the same work, contributing equal labor, and achieving the same work performance receive equal remuneration.

1.3.1 In compliance with the *Labor Law of the People's Republic of China*, the Group ensures gender equality in recruitment, except for specific positions unsuitable for women. The Group will not adopt any practices that obstruct women's employment, nor will the Group refuse to employ women or impose higher employment standards for women based on gender, marital status, or childbearing status.

1.3.2 In compliance with the *Law of the People's Republic of China on the Protection of Women's Rights and Interests*, the Group will not engage in the following practices during the recruitment process, unless otherwise stipulated by national regulations:

- (1) Restricting the position to males or stipulating priority to male;
- (2) Further inquiring about and investigating in female candidates' marital or reproductive status beyond basic personal information;
- (3) Including pregnancy tests as part of the pre-employment medical examination;
- (4) Setting restrictions on marriage, childbearing, or marital/childbearing status as conditions for employment;
- (5) Any other acts of refusing to employ women or discriminatorily raising employment standards for women based on gender.

1.3.3 The Group implement equal pay for equal work. Various policies and regulations formulated by the Group clearly stipulate that female employees have equal rights with male employees in terms of welfare benefits.

2. Labor Protection for Female Employees

Labor protection for female employees refers to special measures tailored to the physiological characteristics of women. It primarily includes the impact of working conditions on women's health and the prevention of occupational hazards affecting their physiological functions, so as to protect female employees' ability to engage in productive labor healthily and sustainably, and ensure that women of childbearing age have healthy offspring. According to the International Labour Organization, labor protection for female employees includes four aspects:

- (1) Maternity Protection. Protecting women's physiological functions, including protection during the "four periods" (menstrual period, pregnancy, postpartum, and breastfeeding).
- (2) Regulation of Working Hours for Female Employees. Pregnant and breastfeeding employees are prohibited from working overtime and night shifts;

- (3) Prohibiting female employees from engaging in dangerous and harmful operations;
- (4) Equal employment opportunities and equal pay for equal work between women and men.

2.1 Protection for female employees during the "four stages" refers to labor protection during the physiological changes of women, namely menstruation, pregnancy, postpartum, and breastfeeding period. The Group has taken measures to ensure the following protections:

- (1) Prohibiting any reduction in wages, dismissal, or termination of contracts due to pregnancy, childbirth, or breastfeeding;
- (2) Prohibiting the assignment of prohibited work to female employees during menstruation, pregnancy, and breastfeeding.
- (3) Limiting extended working hours and night shifts for pregnant and breastfeeding employees.
- (4) Formulating the employee handbook that stipulates maternity leave, nursing leave, etc.

2.2 Special labor protection for female employees during the menstruation period

During menstruation, female employees may experience changes in physiological functions and physical capabilities, leading to reduced work efficiency. Female employees may work as usual during menstruation but shall not engage in heavy physical labor or dangerous operations such as high-altitude, low-temperature, or cold-water work. The Group specifies the scope of labor prohibited for female employees during menstruation:

- (1) Level II, III, and IV cold-water operations as specified in the *Classification Standard for Cold Water Operations*;
- (2) Level II, III, and IV low-temperature operations as specified in the *Classification Standard for Low-Temperature Operations*;
- (3) Level III and IV physical labor intensity operations as specified in the *Classification Standard for Physical Labor Intensity*;
- (4) Level III and IV high-altitude operations as specified in the *Classification Standard for High-Altitude Operations*.

2.3 Special labor protection for female employees during pregnancy

Pregnancy increases the burden on various bodily systems, affecting labor capacity. Therefore, special protections are necessary to ensure the health of pregnant women and the normal development of the fetus.

- (1) In accordance with the *Special Provisions on Labor Protection for Female Employees*, pregnant employees in their seventh month or later will not be assigned to extended hours or night shifts and will be provided with rest periods during working hours;
- (2) The time required for pregnant female employees to undergo prenatal examinations during working hours will be counted as working hours;

- (3) Even if the work of pregnant female employees may not fall within the scope of prohibited labor, if pregnant women feel unable to adapt to their pre-pregnancy work, the Group will, based on medical institution certificates, reduce their workload or arrange other adaptable work;
- (4) For female employees engaged in standing work, rest seats will be provided at their workplaces.

3. Maternity or Labor Protection Leave

The Group strictly implements relevant applicable national and local government laws and regulations to ensure that female employees have access to welfare leave for maternity or labor protection under the law.

4. Prevention of Workplace Sexual Harassment

The Group adopts a zero-tolerance policy towards workplace sexual harassment. A compliance system against workplace sexual harassment has been established within the Group, including prevention mechanisms, complaint and reporting mechanisms, and handling mechanisms for workplace sexual harassment. Through this compliance system, the Group aims to prevent and promptly address any incidents of sexual harassment.

4.1 Sexual harassment

Sexual harassment refers to any unwelcome infringing acts with sexual connotations, conducted in any form such as words, expressions, text, images, videos, voices, links, or physical behavior against the will of others. Such acts offend, coerce, or humiliate the parties, resulting in negative psychological feelings or a hostile or unfriendly working (learning) environment. Its constituent elements are:

- (1) The act has sexual connotations;
- (2) The act is against the subjective will of the victim and unwelcome;
- (3) The act infringes on others' right to personal dignity, causing negative psychological feelings or a hostile or unfriendly working (learning) environment for the victim.

4.2 Main forms

Sexual harassment mainly includes verbal, written, visual, and physical forms:

4.2.1 Verbal sexual harassment (including but not limited to):

- (1) Commenting on sensitive parts of a person's body face-to-face;
- (2) Unwelcome sexual advances;
- (3) Obscene jokes related to sex;
- (4) Other unwelcome remarks related to sex.

4.2.2 Textual sexual harassment (including but not limited to): Sending letters, text messages, WeChat messages, emails, faxes with obscene or insulting content multiple times.

4.2.3 Visual sexual harassment (including but not limited to): Sending or displaying pornographic pictures and items through emails, Weibo, WeChat, etc., multiple times.

4.2.4 Physical sexual harassment (including but not limited to):

- (1) Unwelcome physical contact — including patting, pinching, touching, kissing, hugging, caressing, or inappropriate touching of sensitive parts;
- (2) Demanding improper sexual relations;
- (3) Using work-related threats or rewards to demand sexual favors;
- (4) Making obscene gestures to others, or even exposing sexual organs, etc.

4.3 Preventive measures

4.3.1 The Group formulates clear sexual harassment prevention systems to make employees aware of the Group's stance of not tolerating any workplace sexual harassment and the complaint handling procedures. All employees shall read and understand the Group's sexual harassment prevention policies and regulations and sign to acknowledge their understanding.

4.3.2 Establish complaint channels so that employees know how and to whom (Human Resources Department) to complain when encountering sexual harassment.

4.3.3 Communication and training: Regular reminders or training sessions will be provided to help employees understand which behaviors may constitute sexual harassment.

4.4 Remedial measures

4.4.1 Upon receiving a complaint or becoming aware of sexual harassment, the Human Resources Department will follow up immediately and handle it appropriately, such as conducting an investigation.

4.4.2 With the consent of the complainant, work arrangements may be temporarily adjusted as appropriate to prevent further incidents of sexual harassment.

4.4.3 If the allegation is verified, appropriate warnings or disciplinary actions will be taken against the harasser. Work arrangements may be improved as necessary to prevent future occurrences.

4.4.4 Regularly review the Group's sexual harassment prevention policy and related complaint prevention and handling arrangements, and monitor the effectiveness of remedial measures to prevent recurrence of sexual harassment.

V. Supplementary Provisions

1. Continuous Improvement

When necessary, revise the policy 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.

2. Approval Authority

The policy 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 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.