

China Jinmao Human Rights Policy

China Jinmao Holdings Group Limited (“China Jinmao” or the “Company”) adheres to the employee philosophy of “Creation, Sharing and Growth Together”, has continually improved the HR recruitment, management and training systems and related safeguard mechanisms, and is committed to creating an equal, diverse and inclusive corporate culture and atmosphere.

Purpose

The Company has formulated and released this policy with a view to fully protecting the employment and labor rights and interests of all employees and along the supply chain, and to building harmonious labor relationships. This policy is formulated with reference to the United Nations’ *Universal Declaration of Human Rights*, the *United Nations Guiding Principles on Business and Human Rights*, the *United Nations Sustainable Development Goals* and other relevant principles and initiatives. The Company undertakes to strictly comply with the various labor laws and regulations and human rights standards in the country and region where it operates.

Scope of Application

This policy applies to China Jinmao Holdings Group Limited and its affiliates, and the Company encourages all business partners, including business associates, related companies, contractors and suppliers, to comply with this policy.

Policy

1. Prohibition of Forced Labor and Illegal Employment

1.1 All employees must be hired on a voluntary basis. It is prohibited to induce employees to work by improper means such as deception, inducement, coercion or threats.

1.2 The Company prohibits the exploitation of employees and forced work under the threat of punishment.

2. Prohibition of Child Labor

2.1 Child labor is strictly prohibited in any business operations and supply chain activities.

2.2 Employees under the age of 18 shall not be arranged to perform tasks that may endanger the health or safety of minors.

3. Equality, Diversity and Inclusion

3.1 During recruitment, remuneration, promotion, training operations and other labor-

related affairs and business activities, the Company resolutely prohibits all discrimination and harassment against employees, customers and other related persons on the basis of age, gender, race, ethnicity, religion, disability, marital status or any other elements protected by the law.

3.2 The Company is committed to creating an equal, diverse and inclusive workplace environment where the human rights, personality traits and personal privacy of employees are respected, and prohibits all acts of violence, intimidation, bullying, harassment and other violations of human rights.

4. Freedom of Speech, Expression and Association

4.1 The Company respects the democratic rights and freedom of speech of employees in accordance with the law, and has established and continually improved a democratic communication mechanism to provide employees with diverse channels for expressing opinions and receiving feedback on demands.

4.2 Employees have the right to participate in or form associations that conform to national laws and regulations, join labor unions, seek representatives, and attend employee representative meetings.

5. Working Hours and Remuneration

5.1 The Company strictly abides by local laws and regulations in terms of working hours, salary and benefits, holiday support and other requirements, and safeguards the basic rights and interests of employees.

The Company will review and update this policy from time to time or at least every three years.