

Cheongfuli (Xiamen) Co., Ltd.
Anti-Discrimination and Anti-Harassment Policy

1 Purpose

Cheongfuli (Xiamen) Co., Ltd. (hereinafter referred to as “Cheongfuli” or “the Company”) upholds the corporate mission of “Creating New Value for a Better Life for All,” and is committed to fostering a healthy, safe, positive, diverse, and inclusive work atmosphere, and ensuring that all employees are protected from all forms of discrimination and harassment in the course of their work. This policy is hereby established.

2 Scope

This policy applies to Cheongfuli and all entities over which it has operational control.

3 Definitions of Discrimination and Harassment

3.1 Discrimination refers to the differential treatment of an employee in respect of the terms, conditions, or privileges of employment (including but not limited to recruitment, termination, promotion, rewards and penalties, training, or determination of remuneration) based on gender, race, religion, age, nationality, sexual orientation, gender identity and expression, disability, or other factors, resulting in unfair treatment.

3.2 Harassment refers to any conduct, through speech, actions, or behavior in any form, that violates the dignity and freedom of another person, including sexual harassment, threats, verbal abuse, and others. Harassment may involve verbal or physical conduct, ranging from extreme forms such as violence, threats, or physical contact, to conduct such as mocking or ridiculing employees. Harassment includes: harassment of an employee by another employee within the Company’s workplace, harassment of an employee by a non-employee within the Company’s workplace, and harassment of a non-employee by an employee within the Company’s workplace, among other circumstances.

4 Company Responsibilities

4.1 The Company respects the personality and dignity of its employees and prohibits all forms of discrimination and harassment.

4.2 The Company strengthens internal management, and guides and regulates employee conduct through the establishment of oversight bodies and the provision of effective training.

- 4.3 The Company takes discrimination and harassment seriously, has established complaint channels, and shall promptly investigate all complaints relating to discrimination and harassment. The Company shall also impose necessary disciplinary measures in accordance with relevant laws and regulations and the Company's internal rules, provide robust protection for victims or complainants, and effectively safeguard their lawful rights and interests.

5 Handling Procedures

- 5.1 An employee who experiences or becomes aware of others experiencing discrimination or harassment may file a grievance through the Company's labor union or the Human Resources Department, or report the matter to the Company's complaint email address, and provide relevant evidence. The Company shall strictly protect the information of all victims and complainants to prevent them from suffering retaliation.
- 5.2 The relevant departments of the Company shall promptly initiate an investigation and provide necessary reassurance to the victim and his or her family. Where the investigation confirms the existence of discrimination or harassment, the Company shall impose necessary disciplinary measures on the responsible persons in accordance with relevant laws and regulations and the Company's internal rules, in order to maintain the normal operations and sound corporate culture of the Company.

6 Effective Date

- 6.1 This policy has been reviewed and approved by the Company's management, who shall be responsible for overseeing its implementation.
- 6.2 This policy shall come into effect from the date of its publication.

Cheongfuli (Xiamen) Co., Ltd.

XX XX, 2026