

Cheongfuli (Xiamen) Co., Ltd.

Human Rights Policy

1 Purpose

Cheongfuli (Xiamen) Co., Ltd. (hereinafter referred to as “Cheongfuli” or “the Company”) upholds the core values of “Proactive Endeavor and Harmonious Development,” and is committed to working closely with all stakeholders to promote human rights protection and achieve sustainable business development. This policy is hereby established.

2 Scope

This policy applies to all employees of Cheongfuli and all entities over which it has operational control, as well as all relevant personnel having an employment relationship with the Company. The Company also encourages all suppliers and business partners to comply with human rights standards consistent with this policy.

3 General Rules

- 3.1 The Company respects internationally recognized human rights standards and guidelines, complies with relevant national laws and regulations, adheres to a people-oriented approach, and respects the rights of employees, suppliers, community residents in the localities where it operates, and all other persons who may be affected by the Company’s business.
- 3.2 The Company is committed to fostering a diverse and inclusive working environment, practices the principle of fairness in employee recruitment, promotion, and incentives, provides equal opportunities, and shall not treat candidates or employees differently based on gender, nationality, race, religion, age, disability, sexual orientation, or other factors.
- 3.3 The Company respects the democratic rights, freedom of speech, freedom of association, and freedom of collective bargaining conferred upon employees by the Constitution and laws, and actively promotes collective consultation and mediation mechanisms.
- 3.4 In accordance with the principles set forth by the International Labour Organization, the Company prohibits all forms of violence, mob disturbance of public order, insult, and defamation, prohibits the abuse of authority or

other improper means of interference with employees, and opposes all forms of forced labor, child labor, slavery or servitude, human trafficking, and bullying and harassment.

4 Company Responsibilities

- 4.1 The Company undertakes to pay wages not lower than the minimum wage standard required by laws and regulations, and to protect the fundamental rights and interests of employees.
- 4.2 The Company identifies and assesses human rights impacts and risks in its operations, communicates with local communities, employees, government agencies, investors, and other stakeholders regarding human rights impacts and risks in relevant areas, establishes regular communication mechanisms, strengthens the prevention of potential human rights impacts, provides appropriate remedy for actual human rights impacts that have occurred, and endeavors to mitigate or eliminate adverse human rights impacts.
- 4.3 The Company handles illegal and non-compliant conduct such as forced labor, child labor, bullying, and harassment (including sexual and non-sexual harassment) strictly in accordance with relevant laws and regulations, and is committed to fostering a healthy, safe, and fair working environment.
- 4.4 The Company provides reasonable channels of expression and grievance mechanisms, supports employees in expressing their personal opinions and ideas, and handles relevant feedback, concerns, or complaints.
- 4.5 The Company respects the rights and interests of suppliers and business partners, encourages them to comply with the principles of this policy, and jointly promotes human rights protection.
- 4.6 The Company establishes and improves a disciplinary management system and oversight mechanism to ensure the effective implementation of this Human Rights Policy.

5 Effective Date

- 5.1 This policy has been reviewed and approved by the Company's management, who shall be responsible for overseeing its implementation.

5.2 This policy shall come into effect from the date of its publication.

Cheongfuli (Xiamen) Co., Ltd.

XX XX, 2026