

Sailun Group Co., Ltd. Global Human Rights Policy

Trust and respect are the core values of Sailun Group, integral to every aspect of our operations. Sailun Group firmly believes that human rights are inherent and inalienable rights of all individuals. As a global tire manufacturer, upholding the human rights of all people related is our unwavering responsibility. This Global Human Rights Policy sets out Sailun Group's steadfast commitment to human rights, providing clear guidance for our global operations to ensure all activities comply with international human rights standards and relevant laws and regulations. Based on trust and respect, we strive to build a fair, just, and inclusive business environment.

Sailun Group is committed to upholding internationally recognized human rights standards at all operational levels, including those outlined in key international frameworks such as:

- The Universal Declaration of Human Rights
- The Ten Principles of the United Nations Global Compact
- The UN Guiding Principles on Business and Human Rights
- The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct

To fulfill this mission, our Code of Conduct outlines the values, behaviors, and conduct expected of all individuals employed by, representing, or collaborating with Sailun Group. The manual establishes minimum requirements related to core human rights principles, including the elimination of forced labor, child labor, and discrimination, while promoting a safe and healthy work environment and protecting employee privacy.

Policy Principles

1. Respect for Human Rights

Sailun Group believes all individuals are born free and equal in dignity and rights. We prohibit all forms of forced or slave labor, employing child labor, and are particularly attentive to respecting and protecting the rights of vulnerable or marginalized groups.

2. Prohibition of Discrimination and Harassment

The company adheres to the principle of equal employment, establishing fair, just, and transparent hiring and promotion mechanisms. We provide equal development opportunities for candidates and employees regardless of nationality, race, gender, region, religion, cultural background, or disability. The company ensures equal treatment in recruitment, employment, compensation, training, promotion, and benefits. We are committed to ensuring a safe and respectful workplace, prohibiting any form of harassment, including threats, violence, bullying, verbal or physical abuse, and the dissemination of rumors or defamatory content.

3. Equality and Freedom of Choice

The company respects workers' right to freely choose employment and prohibits all forms of forced labor, debt bondage, or compulsory excessive overtime. By formulating and refining employment policies and standardizing procedures, we protect employees' legal rights, enhance job satisfaction, and create a lawful, fair, and equitable work environment.

4. Safety and Health

The company adheres to the safety principle that "safety and risk prevention are prerequisites for all operations." We implement risk-based process management, strengthen risk control, enforce safety responsibilities, and ensure closed-loop management of hazard identification, enhance the safety awareness of all staffs. Sailun integrates digital and information technologies with safety management, utilizing intelligent protective measures and digital tools to achieve comprehensive safety control and a "zero-harm" workplace goal. We prioritize employees' physical and mental health, with a particular focus on occupational health. In recent years, Sailun has made significant progress in mitigating noise, fumes, dust, and toxic gases. Moving forward, we will continue improving occupational health conditions, enhancing automation, and optimizing protection measures to provide a better work environment.

5. Fair Compensation

Sailun Group ensures employees receive wages and benefits no less than the local legal minimum, paid promptly and in full. We have established a globally unified compensation and incentive management system, offering fixed and variable pay to motivate employees and enhance engagement and belonging. Variable compensation, a key component of remuneration, is determined based on objective and fair criteria such as individual performance, team contributions, and overall corporate revenue. The company communicates transparently with employees about variable pay schemes, ensuring clarity on eligibility and calculation methods. Regular evaluations of the compensation system — including performance bonuses, sales commissions, incentives, special recognition awards, year-end bonuses, and stock options — ensure fairness and alignment with employees' efforts, fostering motivation and demonstrating respect for their contributions.

6. Development and Growth

The company provides structured training and development programs, offering management, technical, and skills-based programs to enhance employees' professional proficiency and adaptability. All employees have access to equitable career advancement opportunities and transparent promotion mechanisms.

7. Freedom of Association and Expression

Sailun respects and protects employees' lawful rights to freedom of association. Employees may freely join or organize trade unions or other lawful associations without interference,

restriction, or retaliation. Additionally, employees may openly express opinions, suggestions, or concerns regarding company operations, management, or working conditions in compliance with laws and regulations. The company fosters diverse communication channels, such as suggestion boxes and forums, to ensure employee voices are heard and addressed. Constructive feedback will be acknowledged and acted upon appropriately, strengthening trust and fostering an open, inclusive workplace.

8. Personal Data Protection

The company prioritizes privacy and data security in daily operations, responsibly managing and protecting identifiable information of customers, consumers, employees, and partners, provide a secure and reliable data environment for all stakeholders. We prohibit illegal collection, processing, or misuse of personal data and conduct special training to ensure employees understand and comply with privacy and security policies.

Scope of Application

This policy applies to all Sailun Group subsidiaries, branches, joint ventures, suppliers, partners, employees, temporary workers, contractors, and other stakeholders worldwide. Regardless of regional, cultural, or legal differences, all parties must strictly adhere to this policy.

Implementation and Compliance

1. Formulation and Updates

This policy is established by management and regularly reviewed, for effectiveness and alignment with international human rights standards.

2. Training and Awareness

The company conducts regular training on human rights policies and relevant laws to enhance employees' human rights awareness and legal awareness.

3. Monitoring and Evaluation

An effective monitoring and evaluation mechanism ensures regular checks on human rights protections and promotion measures in business operations, identifying and resolving potential issues promptly.

4. Feedback and Improvement

Employees and external stakeholders are encouraged to provide suggestions on human rights practices. Sailun welcomes feedback and oversight to drive continuous improvement.

Reporting and Complaint Channels

Email: jubaotousu@sailuntire.com

Phone/WeChat: +86 17568911565

Conclusion

With unwavering determination and concrete actions, Sailun Group will uphold its values of trust and respect, adhere to this Global Human Rights Policy, and create a more just and harmonious environment for employees, partners, and society, achieving sustainable and mutually beneficial development.