

## Human Rights Commitment Policy

Guangdong Dongpeng Holdings Co., Ltd. (hereinafter referred to as “Dongpeng Holdings” or “the Company”) is firmly committed to respecting and promoting human rights. The Company avoids causing or contributing to adverse human rights impacts through our own activities, and address such impacts when they occur. Also, Dongpeng Holdings seeks to prevent or mitigate adverse human rights impacts that are directly linked to our operations, products, or services by our business relationships, even if Dongpeng Holdings has not contributed to those impacts. The Company strictly comply with relevant domestic laws and regulations, including the *Constitution of the People's Republic of China*, the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Law of the People's Republic of China on the Protection of Women's Rights and Interests*, the *Employment Promotion Law of the People's Republic of China*, the *Law of the People's Republic of China on the Protection of Minors*, the *Trade Union Law of the People's Republic of China*, the *Regulations on the Prohibition of the Use of Child Labor*, and the *Special Provisions on Labor Protection for Female Employees*. Dongpeng Holdings also commits to adhering to international human rights standards, such as the *Universal Declaration of Human Rights* (UDHR) and the core conventions of the International Labor Organization (ILO). Dongpeng Holdings has formulated a human rights policy statement, dedicated to promoting human rights protection in our operations, supply chain, and partnerships. This policy applies to our own operations<sup>1</sup>, suppliers<sup>2</sup>, and partners<sup>3</sup> to ensure that all stakeholders are treated with dignity, equality, and fairness.

### 1. General Commitment to Human Rights

Dongpeng Holdings integrates human rights considerations into corporate decision-making and operational processes, regularly assess human rights risks, and take preventive and remedial measures. Dongpeng Holdings maintains transparent communication with employees, suppliers, and stakeholders to advance human rights progress.

### 2. Specific Human Rights Protection Commitments

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<sup>1</sup> Include employees, direct activities, products or services.

<sup>2</sup> Include brokers, consultants, contractors, distributors, franchisees or licensees, home workers, independent contractors, manufacturers, primary producers, sub-contractors, and wholesalers.

<sup>3</sup> Include agents, lobbyists and other intermediaries, joint venture and consortia partners, governments, customers, clients, and local communities.

**(1) Human Trafficking:** Dongpeng Holdings prohibits any form of exploitative recruitment, transportation, or control of another person's labor.

**(2) Forced Labor:** Dongpeng Holdings prohibits any form of forced labor, which can be understood as work that is performed involuntarily and under the menace of any penalty. This includes situations where persons are coerced to work through the use of violence or intimidation, or by more subtle means such as manipulated debt, retention of identity papers, or threats of denunciation to immigration authorities.

**(3) Child Labor:** Dongpeng Holdings strictly complies with local minimum employment age laws and prohibit child labor. Child labor is defined as work that is hazardous or harmful to children's physical, mental, social, or moral development, or that interferes with their education by preventing school attendance or combining school with excessive work.

**(4) Freedom of Association:** Dongpeng Holdings respects the rights of employees to freely form or join trade unions and organizations.

**(5) Right to Collective Bargaining:** Dongpeng Holdings supports employees' rights to negotiate working conditions with employers through legal means.

**(6) Equal remuneration:** Dongpeng Holdings ensures equal pay for employees performing work of equal value, without discrimination based on gender, race, or other identities.

**(7) Right to non-discrimination:** Dongpeng Holdings upholds the principle of non-discrimination, ensuring that human rights are exercised without discrimination of any kind based on race, color, sex, language, religion, political or other opinion, national or social origin, property, birth, disability, age, marital and family status, sexual orientation, gender identity, health status, place of residence, or economic and social situation.

**(8) Other Rights:** This includes, but is not limited to, providing a safe working environment, reasonable working hours, and protection of privacy.

### **3. Requirements for Our Own Operations**

In employee management, business activities, and products and services, the Company provides fair employment contracts, safe working conditions and grievance mechanisms. All direct activities must comply with international human rights standards and local laws. Our products and services ensure that no technologies or materials involved infringe upon human rights.

#### **4. Requirements for Suppliers and Partners**

(1) Strictly comply with labor laws and regulations, ensuring that all employees meet the statutory minimum working age requirements of the operating countries and regions during recruitment, and resolutely eliminate any form of forced labor or coerced employment.

(2) Fully respect the rights of employees to freely join legal associations and trade unions.

(3) Provide a working environment for employees that meets international safety standards, ensuring that facilities and operating procedures meet occupational health and safety requirements.

(4) Strictly comply with the labor laws and regulations of the operating countries and regions, and fully implement statutory rights protection such as the minimum wage standard, working hours system, and social insurance.

In terms of implementation and supervision, Dongpeng Holdings regularly reviews the implementation of this policy and have established an anonymous reporting platform (reporting email: [fwjcb@dongpeng.net](mailto:fwjcb@dongpeng.net)).