

Protection of Labor Rights and Interests

1. Commitment and Purpose

To protect the rights and interests of employees and uphold its commitment to human rights, Fuyao Glass integrates respect for and protection of human rights into all aspects of its operations, business expansion, supply chain collaboration, and stakeholder engagement. Adhering to the core value of "people-oriented," the Company unequivocally opposes all forms of human rights violations and is dedicated to fostering an operating environment and collaborative ecosystem where the rights of every individual are fully protected and respected. This policy articulates the Company's labor practices, workforce management philosophy, and strategic direction, providing guidance for safeguarding employee rights and interests.

2. Scope of Application

2.1 These provisions apply to Fuyao Glass Industry Group Co., Ltd., its subordinate sub-groups/BUs, and the subsidiaries under their jurisdiction.

2.2 The Company encourages its business partners (customers, suppliers, etc.) to jointly comply with the provisions set forth herein.

3. Management Framework

The Board of Directors of Fuyao Group serves as the highest decision-making body for the protection of employees' rights and interests. The Group Human Resources Management Center is the primary responsible department, tasked with establishing, guiding, overseeing, and optimizing the management system for the protection of employees' rights and interests. It is responsible for investigating and addressing complaints, reports, and appeals filed by employees of the Group's head office, and for assisting and supervising subsidiaries in handling such matters raised by their employees.

4. General Requirements

Fuyao Group adheres to the employer philosophy of "people-oriented," strictly complies with labor-related laws and regulations of the countries where the Company and its subsidiaries/branches operate, understands, embraces, and respects cultural differences and the diverse traits of each employee, resolutely prohibits the use of child labor, forced labor, employment discrimination, and workplace harassment, and protects employees' fundamental rights,

such as freedom of association, in accordance with the law, striving to build a harmonious and mutually beneficial labor relationship. Based on this, the Company has established the Employees' Rights and Interests Protection Management Regulations, including but not limited to:

4.1 Prohibition of Child Labor

4.1.1 Prevention of Child Labor Recruitment

The Company explicitly sets the minimum working age in its *Recruitment Management Regulations* as a basis for recruitment decisions, and strictly verifies and validates age-related documents during recruitment, ensuring all such documents are confirmed authentic before hiring. Department heads and employees are responsible for regularly monitoring employees within their departments and must promptly report any instances of child labor being hired.

4.1.2 Corrective Measures for Inadvertent Use of Child Labor

If a child is found to have been inadvertently hired, the child must be immediately removed from work, with age verification and a physical and mental health assessment conducted. The local labor administrative authority or relevant government agency shall be notified, and efforts shall be coordinated to return the child to their parents or guardians. An investigation into the cause of the erroneous recruitment shall be conducted, and effective preventive measures shall be implemented to prevent recurrence.

4.2 Prohibition of Forced Labor

All Company policies and provisions shall be formulated without any element of forced labor. The use of any form of slavery, bonded labor, corporal punishment, imprisonment, threats of violence, or restriction of personal freedom as a means of coercion is prohibited. Employees have the right to freely initiate and terminate their employment relationship. Employees shall have freedom of movement while on Company premises.

4.3 Anti-Discrimination and Anti-Harassment

4.3.1 The Company values workplace diversity and opposes discrimination. In hiring, training, promotion, demotion, termination, or other employment actions, the Company shall not make discriminatory decisions based on race, ethnicity, social class, origin, religion, disability, gender, sexual orientation, family status, marital status, or other factors. The Company shall not compel employees to undergo discriminatory medical examinations. The Company respects employees' freedom of religious belief and neither compels nor discriminates against employees based on their religious beliefs or lack thereof.

4.3.2 Bullying, threatening, intimidating, controlling, oppressing, or harassing employees is prohibited. Sexual harassment is prohibited, including but not limited to unwelcome conduct of a sexual nature, whether verbal, written, visual, or physical, that occurs against an individual's will.

4.4 Freedom of Association and Personal Rights

All employees enjoy equal and fundamental personal rights under the law, including freedom of speech, association, publication, assembly, and the right to join or not join a labor union. Employees may freely elect their employee representatives in accordance with the *Regulations on the Management of Trade Union Membership* and the *Regulations on the Employee Representative Assembly*. The Company respects reports, suggestions, and opinions submitted by employee representatives and employees, and prohibits retaliation and discrimination.

4.5 Employee Reporting and Grievance Channels

4.5.1 Scope of Reporting and Grievances

The scope includes but is not limited to the following circumstances:

- 1) Discovery of child labor in the workplace.
- 2) Discovery of forced labor in the workplace.
- 3) Discovery of unfair or discriminatory practices in hiring, training, promotion, demotion, termination, or other employment actions.
- 4) Discovery of actions restricting employees' freedom of association or personal freedom.
- 5) Discovery of other matters involving infringement of employee rights.

4.5.2 Reporting and Grievance Channels and Handling

- 1) The Company has established reporting and grievance channels. Employees may file reports or grievances through their department heads, or via the Human Resources Department, Audit Department, labor union, Employee Voice channel, or other designated avenues.
- 2) Upon receipt of a report or grievance concerning labor rights violations, the designated staff shall conduct an investigation, gather evidence, and reach a final resolution within 10 working days. If an employee is unsatisfied with the outcome, they may file a new grievance within five working days of receiving the resolution. The review process shall follow the same procedure as the initial grievance.
- 3) Staff handling such matters shall not disclose any information to third parties or individuals unrelated to the investigation and shall maintain strict confidentiality over all grievance content. Relevant parties

shall not discuss the matter outside the investigation process, nor shall they retaliate against, take revenge on, or discriminate against the employee involved. Any employee found to have violated the above provisions through discriminatory, harassing, or forced labor practices, or by infringing upon the personal rights and freedoms of another employee, shall be subject to disciplinary action commensurate with the severity of the violation.

Fuyao Glass Industry Group Co., Ltd.