

Employee Rights Protection Commitment of China Power International Development Limited

1. Purpose of the Policy

China Power International Development Limited (hereinafter "the Company") has established a high-standard, sustainable employee rights protection system, committed to ensuring that the legitimate rights and interests of employees and stakeholders are respected and protected in its operations. This policy sets out the Company's commitments and action framework regarding employee rights protection.

2. Scope of Application

This policy applies to all employees of China Power International Development Limited and its subsidiaries. We encourage stakeholders such as suppliers and contractors to refer to this policy in their practices.

3. Management Structure

The Company's Board of Directors holds ultimate responsibility and accountability for employee rights protection matters. The Strategic and Sustainable Development Committee is responsible for considering, reviewing, and updating this policy. The Sustainability Working Committee is responsible for overseeing the implementation of relevant policies, measures, responsibilities, and activities, reviewing and evaluating their effectiveness, and providing confirmation letters and improvement suggestions to the Board of Directors through the Strategic and Sustainable Development Committee to ensure the integration of employee rights protection into daily operations.

4. Commitments and Actions

The Company is committed to complying with international conventions such as the United Nations *Universal Declaration of Human Rights* and the *International Covenant on Economic, Social and Cultural Rights*, and actively fulfilling the International Labour Organization (ILO) *Declaration on Fundamental Principles and Rights at Work*.

(1). Compliant Employment

- a. **Prohibition of Child Labor:** Strictly comply with the *Provisions on the Prohibition of Using Child Labor* and other local laws and regulations. It is prohibited to employ individuals under the age of 18 or below the legal minimum employment age. A strict identity verification mechanism shall be implemented during the recruitment process.

- b. Prohibition of Forced Labor:** Eliminate all forms of forced, coerced, or bonded labor. Ensure that employees voluntarily sign labor contracts and have the right to freely resign, while safeguarding employees' basic freedoms in the workplace.

(2). Equality and Inclusion

- a. Diversity and Inclusion:** Promote diversity and inclusion, ensuring that employees are not subjected to discrimination, exclusion, or unfair treatment in recruitment, promotion, compensation, and other aspects due to gender, race/ethnicity, age, religious belief, physical health status, or other factors. Any such behavior, if found, will be strictly dealt with in accordance with laws and regulations.
- b. Equal Pay for Equal Work:** Ensure that employees of different genders, races/ethnicities, ages, religious beliefs, and physical health conditions receive equal pay in the same position and job level.
- c. Anti-Discrimination and Anti-Harassment:** The Company is committed to eliminating all forms of discrimination, including but not limited to those based on gender, age, religious belief, physical disability, health status, marital and family status, language, and cultural background. A zero-tolerance policy is adopted for any form of harassment, bullying, or discrimination in the workplace directed at employees, customers, or other related individuals. Regular anti-discrimination and diversity-related awareness activities are carried out to enhance employees' inclusiveness and respect for different backgrounds and identities. A strict privacy protection mechanism is also established to ensure the security of employees' personal information and physical safety, creating a safe and trustworthy working environment.

(3). Freedom of Association and the Right to Collective Bargaining

The Company respects employees' freedom of association and supports employees in joining social groups and organizations in accordance with the provisions of the Constitution and laws of China. The Company respects employees' democratic rights and freedom of speech, provides diverse channels for employees to express opinions and submit feedback, actively promotes dialogue with trade unions and employee representatives, safeguards employees' right to participate in collective bargaining agreements, and formulates management improvement measures to enhance employee satisfaction.

(4). Basic Employee Rights

- a. Reasonable Working Hours:** Strictly comply with labor laws and regulations at the business location, reasonably arrange working hours, and respect employees' willingness when it comes to overtime.

- b. Salary Standards:** Strictly comply with relevant laws and regulations at the business location, ensure that employee salary is not lower than the local minimum wage standard, and pay relevant social insurance, housing provident fund, and other benefits for employees in accordance with local laws, regulations, and labor contracts.
- c. Legal Rights:** Fully safeguard employees' legal rights in recruitment, promotion, and other areas, provide ample development opportunities for employees, and actively build an employee health management system to ensure comprehensive protection of employees' physical and mental well-being.

(5). Respect for the Rights of Ethnic Minorities

The Company strictly complies with the *Law of the People's Republic of China on Regional Ethnic Autonomy* and other relevant laws and regulations to protect the legitimate rights and interests of ethnic minority peoples and promote ethnic unity and harmony. The Company values and actively participates in public interest matters related to ethnic minority communities in its business locations, follows the principles of equality, unity, and mutual assistance, respects local ethnic minorities' customs and cultural traditions, and promotes ethnic exchange. It maintains close communication with local communities to fully understand the situation of ethnic minorities, promptly resolves difficulties faced by them in daily life, strengthens the construction of community service systems, carries out public welfare activities, and promotes sustainable community development.

5. Employee Rights-Related Risk Management

- a. Risk Identification and Control:** The Company incorporates the identification of employee rights-related risks into its comprehensive risk management system. Through the five steps of identification, analysis, evaluation, control, and supervision, it implements comprehensive prevention and control of relevant risks. At the same time, potential employee rights-related risks are investigated and identified at key stages such as major transaction decisions and supplier selection.
- b. Risk Review:** Potential employee rights-related risks are regularly reviewed and flagged through internal audit work. Once identified, corrective actions are promptly urged to ensure that business activities comply with international standards, local laws and regulations, and corporate social responsibility requirements.
- c. Risk Mitigation and Remedy:** According to the Company's risk classification and grading mechanism, various risks are categorized into temporary or persistent types and into high, medium, or low levels. Corresponding risk-handling procedures and time limits are set for

each, ensuring that any identified employee rights-related risk receives a timely response and correction.

6. Communication and Appeals

The Company provides multiple communication and appeal channels for employees and stakeholders, including complaint hotlines, email, suggestion boxes, forums, and satisfaction surveys. All appeals will be fairly investigated and handled, with strict protection of whistleblower information to prevent any retaliation.

7. Supplementary Provisions

The Company will regularly review and update the policy content to adapt to changes in laws and regulations, industry standards, and stakeholder expectations.

China Power International Development Limited