

## **Statement on Employee Rights Protection**

We adhere to a people-oriented development approach. Employees are our most valuable resource. The Company's success is inseparable from the hard work and dedication of each and every employee. Therefore, the Company fully respects and safeguards employee rights and is committed to conducting business in a manner that respects the dignity of labor and promotes the development of employees. We provide employees with adequate labor safety and health protections. We firmly oppose the use of child labor, forced labor, and employee corporal punishment by any Company department and our business partners.

**We strictly comply with applicable laws, regulations, international conventions and standards, including but not limited to:**

- *Constitution of the People's Republic of China*
- *Labor Law of the People's Republic of China*
- *Labor Contract Law of the People's Republic of China*
- *Law of the People's Republic of China on the Protection of Rights and Interests of Women*
- *Employment Promotion Law of the People's Republic of China*
- *Law of the People's Republic of China on the Protection of Minors*
- *Trade Union Law of the People's Republic of China*
- *The State Council of the People's Republic of China Provisions on*

### *Prohibition of Using Child Labor*

- The State Council of the People's Republic of China *Special Provisions on Labor Protection for Female Employees*
- International Labor Organization *Declaration on Fundamental Principles and Rights at Work*
- United Nations *Universal Declaration of Human Rights*
- United Nations *Convention on the Elimination of All Forms of Discrimination against Women*
- United Nations *International Convention on the Elimination of All Forms of Racial Discrimination*
- United Nations *Convention on the Rights of the Child*
- Other applicable laws and regulations in the countries or regions where we operate and invest.

### **Our Commitment:**

#### Providing safety and health protection

We care deeply about the safety and health of every employee and always regard the maintenance of their safety and health as our top priority. We steadfastly adhere to our safety management principles: prioritizing safety, emphasizing prevention, ensuring legal and regulatory compliance, expecting full accountability from all staff, pursuing continuous improvement, and aiming for sustainable and healthy growth.

### Prohibition of child labor and forced labor

We strictly comply with the applicable laws and regulations in the countries or regions where we operate and invest, and prohibit the use of child labor and forced labor in any form.

### Respect for freedom of association

We respect employees' legal right to freedom of association. Employees have the right to establish and join legally recognized trade unions and to participate in unions activities and employee representative assemblies. The Company does not interfere with employees' right to freely choose their representatives. We are committed to establishing a mechanism for open dialogue and collective bargaining with trade unions or employee representatives, enabling employees to communicate with management regarding working conditions and managerial issues.

### Anti-discrimination, equal opportunity and diversity

We respect the individuality of each employee and are committed to creating an inclusive, equal, and diverse work environment. We will not tolerate any form of discrimination on race, color, nationality, gender, sexual orientation, religion, age, ancestry, marital status, physical condition, or any other form.

### Anti-harassment and violence

We do not tolerate or ignore any form of harassment, violence, or threats of violence. This kind of behavior not only causes physical and psychological harm to the victim but can also affect the overall work atmosphere and the psychological well-being of other employees. We should always remember that every employee of the Company should be treated with respect and courtesy and that every employee also has the obligation to treat others with respect and courtesy.

### Training and development

We place great emphasis on the employee growth and development. Through establishing a systematic and comprehensive talent development program, we strive to enhance employees' professional skills and overall capabilities. We also provide clear career development paths to support employees in achieving long-term career growth.

### **Complaints and Reporting:**

If you have any opinions or concerns regarding employee rights protection, please contact us through the following channels. The Company will strictly keep your identity confidential and protect you from retaliation.

- Email: [sf5198@sf-express.com](mailto:sf5198@sf-express.com)
- SF official website: About Us - I want to report

- Mail to SF: SF HQ - Audit of the Group (Receiver)
- Forespace App: Service - I want to report

This statement applies to SF Holding Co., Ltd. and its subsidiaries and branches worldwide.