

Statement on Conflicts of Interest

The Company fully respects the personal legitimate interests of its employees and expects the employees to perform duties in an honest manner that aligns with the best interests of the Company, without being influenced by the interests of other individuals or business organizations. To fully safeguard the interests of the Company and its stakeholders, the Company has established appropriate conflict of interest management policies. All employees are required to disclose and recuse themselves from potential conflicts of interest, and the Company will oversee and take disciplinary actions for violations accordingly.

The Company recognizes that the familial relationships among employees, as well as the investments, shareholdings or employment of employees or their relatives in the entities that have competitive, cooperative, or other business relationships with the Company, may constitute potential conflicts of interest, except when holding no more than 0.1% of the publicly traded securities of such entities in domestic or international stock markets. Therefore, the Company requires the recusal of any situations that may involve conflicts of interest, including but not limited to:

Recusal from Employment

- Within the same region or organization, employees with familial relationships shall not hold direct or indirect superior-subordinate positions, management reporting lines, or have decision-making authority or potential influence over each other's salaries, performance evaluations, promotions, rewards, or penalties;
- Within the same organization, employees with familial relationships shall not simultaneously hold management positions;
- When employees hold sensitive positions, supervisory roles, or senior management positions, neither the employees nor their relatives within the same region or organization shall invest in, hold shares of, be employed by, serve, or have actual control over any business entities that have a cooperative relationship with the Company;
- Immediate family members of the senior management shall not hold senior management positions in competitive entities, invest in entities that operate identical or competitive businesses with the Company, operate or jointly operate identical or competitive businesses with the Company.

Recusal from Duties

- For any matters that affects the personal interests of employees or their relatives, including employees' salaries, performance

evaluations, promotions, rewards and penalties, their relatives' business with the Company, or internal investigations involving their relatives, employees shall not engage in or exert any form of influence over any investigations, discussions, reviews, or decisions related to such matters.

Complaints and Reporting

If you have any opinions or concerns regarding conflicts of interest, 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
- 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.