

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.

Reasonable working hours

We are committed to providing employees with a reasonable working hour system and conducting regular reviews in accordance with applicable regulatory requirements.

Salary and benefits protection

We undertake to safeguard employees' remuneration in compliance with the laws and regulations of the location where they work. We pay employees salaries and overtime wages no less than the statutory minimum wage standards, provide employees with legally mandated benefits, and ensure employees are entitled to paid annual leave.

Equal pay for equal work

Upholding the principle of gender pay equity, we promise equal pay for equal work to employees of all genders.

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.

Prohibition of human trafficking

We firmly prohibit and combat any form of human trafficking. We strictly

abide by local laws and regulations as well as international human rights standards, and we do not engage in, support or tolerate any form of human trafficking activities.

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. The Company attaches great importance to the protection of employees' rights and interests during major corporate changes. In the event of corporate restructuring or major operational adjustments, the Company will give a 30-day advance notice to the labor union or all employees explaining the situation, and properly handle matters related to labor contracts after fully soliciting and considering their opinions.

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
- 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 has been approved by the Company ' s Executive management and shall take effect from the date of issuance.

This Statement applies to all directors, management personnel and employees of the Group and its affiliated companies, as well as suppliers and other business partners.