

Xiamen ITG Holding Group Co., Ltd.

Human Rights Protection Policy

Xiamen ITG Holding Group Co., Ltd. is guided by an “innovative culture” and core values of “leadership, responsibility, hardworking, and partnership,” and is committed to fully respecting and protecting the human rights of stakeholders including employees, customers and suppliers, as part of its pursuit of sustainable development and becoming a world-class enterprise leading globally competitive industries and better lives.

To achieve these goals, the company has implemented the following measures:

I. Compliance with Laws and Regulations

The company strictly follows the relevant laws and regulations in China and the regions where it operates, respecting the principles and contents of human rights protection set forth in the *Universal Declaration of Human Rights*, the *UN Guiding Principles on Business and Human Rights* and the Sustainable Development Goals (SDGs).

II. Anti-violence

The company opposes violence in any form and investigates any

report of violence, taking necessary measures according to relevant laws, regulations, and company policies to ensure the strict implementation of its anti-violence policy.

III. Anti-forced Labour

The company strictly abides by relevant laws and regulations and opposes all forms of forced and compulsory labor. Employees hold the right to commence and terminate labor relations according to their personal will.

IV. Prohibition of Child Labor Employment

The company prohibits the employment of child labor and complies with the local minimum working age stipulated by relevant laws and regulations when recruiting employees.

V. Prohibition of Discrimination

The company promotes a diverse and inclusive workplace. In the process of recruitment, induction, training, promotion and reward, employees from diverse backgrounds are tolerated and accepted, and there is no discrimination due to factors such as gender, age, race, complexion, nationality, ethnic group and native place of candidates and employees.

VI. Protecting Women's Rights and Interests in the Workplace

The company continues to strengthen the protection measures for women's rights and interests in the workplace including prohibiting

discrimination against women in recruitment; promoting gender equality in terms of promotion, evaluation, welfare benefits, and training and education; providing support for women during menstruation, pregnancy, maternity leave, breastfeeding leave and parental leave.

VII. Career Development and Growth

The company is dedicated to providing its employees with a well-structured career development path that offers diverse opportunities for growth, promotion, competition, rotation and job exchange programs to advance in their careers and reach their full potential.

Through the establishment of the ITG Talent Development Institute and the branches of investment enterprises, the company provides a comprehensive framework for talent training and continuous learning opportunities. The company values the development of individuals and ensures that everyone can learn on the job, gain experience, and develop their skills to succeed in their careers.

VIII. Competitive Salaries and Benefits

The company is committed to providing competitive salaries and benefits, and implementing a minimum wage standard not lower than that required by laws and regulations.

IX. Protection of the Employee's Democratic Rights

To ensure that employees' rights are protected, the company has established various institutions like Discipline Inspection Committee,

Trade Unions and communication mechanisms that facilitate open dialogue and feedback. Employees can express their opinions and demands through these channels, and the company will take their feedback into consideration during decision-making.

X. Entry into Force and Interpretation

- (1) The policy shall take effect from the date of issue.
- (2) The Human Resources Management Department shall be responsible for the interpretation of this policy.

Xiamen ITG Holding Group Co., Ltd.