

# **Weichai Power Co., Ltd.**

## **Diversity, Equity & Inclusion (DEI) Policy**

### **I. Background & Objectives**

In the ever-evolving global landscape, Weichai Power Co., Ltd. (hereinafter referred to as “Weichai Power”, the “Company” or “we”) fully recognizes that a work environment characterized by diversity, equity, and inclusion can maximize employees innovative thinking and potential, thereby significantly enhancing the Company’s overall competitiveness. As a responsible enterprise, Weichai Power remains committed to fostering a diverse, equitable, and inclusive workplace. This policy aims to articulate the Company’s principles and commitments regarding employee recruitment, promotion, compensation, and workplace conduct, ensuring compliance with relevant laws and regulations, safeguarding international labor rights, and advancing diversity, equity, and inclusion among employees.

### **II. Scope of Application**

This policy applies to Weichai Power and all its domestic and international subsidiaries (including overseas subsidiaries), encompassing all employees of Weichai Power, as well as contractors, suppliers, and franchisees providing services to the Company. It covers full-time and part-time employees, and all individuals engaged in the Company’s operations. The Company also expects its business partners to comply with this policy.

### **III. Relevant Laws, Regulations, and International Conventions**

#### **1. Domestic Laws and Regulations**

*Labor Law of the People’s Republic of China*

*Labor Contract Law of the People’s Republic of China*

*Employment Promotion Law of the People's Republic of China*

*Provisions on the Prohibition of Using Child Labor*

*Criminal Law of the People's Republic of China (Regulations on Forced Labor)*

*Special Rules on the Labor Protection of Female Employees*

## **2. International Conventions**

*International Labor Convention*

*Universal Declaration of Human Rights*

*United Nations Guiding Principles on Business and Human Rights*

*International Bill of Human Rights*

## **IV. Key Commitments**

### **Anti-Discrimination and Harassment**

1. The Company upholds the principle of equal employment, actively opposing any discrimination based on gender, age, region, education, religion, nationality, race, sexual orientation, disability, or other factors, to guarantee equal employment opportunities for all employees.

2. The Company fosters a culture of mutual respect and courtesy among employees, promotes workplace harmony, and proactively addresses any form of workplace harassment or bullying.

3. To strengthen employees' legal awareness and self-protection skills, the Company provides mandatory training on workplace discrimination and harassment for all staff.

4. The Company has implemented a well-defined reporting procedure to ensure employees can report incidents of discrimination or harassment timely and efficiently to designated departments. All reported cases shall be investigated thoroughly, with decisive corrective measures or disciplinary actions applied as warranted.

## **Human Rights**

1. We strictly comply with all applicable laws and regulations governing employee employment, the prohibition of child labor and forced labor, equity, and diversity, as well as the International Labor Organization's policies on labor rights. When hiring employees (including full-time and part-time staff), we shall strictly adhere to the following principles:

- Prohibition of forced labor, ensuring employees' right to freely choose employment and enjoy full freedom and dignity in the workplace;
- Elimination of child labor, ensuring all employees meet the statutory minimum employment age in their jurisdiction;
- Recognition of freedom of association, respecting employees' rights to organize and participate in union activities;
- Guarantee of collective bargaining rights, ensuring employees' right to collectively negotiate working conditions, wages, and other matters;
- Adherence to equal pay, guaranteeing that employees receive equal remuneration for work of equal value under equivalent conditions;
- Strengthening democratic management, implementing transparent procedures such as the Employee Congress (also known as the Staff Representative Assembly) and collective labor agreement negotiations, ensuring accessible feedback channels, and fostering an inclusive and participatory management environment.

2. When entering into collective labor agreements with employee representatives, we shall ensure that such contracts include provisions to protect labor rights, clearly delineating the rights and obligations of both parties in the employment relationship, as well as procedures and mechanisms for resolving labor disputes.

## **Diversity**

1. The Company shall provide mandatory training on diversity and inclusion policies to employees, aiming to deepen their understanding and foster a culture of inclusivity.

2. The Company shall set measurable diversity targets during recruitment processes to ensure equitable and inclusive hiring practices.

### **Living Wage Commitment**

1. The Company commits to providing a living wage to employees of its business partners, contractors, suppliers, and franchisees, ensuring their basic living needs are met.

2. The Company shall evaluate the wage levels of these employees using the living wage benchmark methodology and adjust compensation based on assessment results to guarantee fair and reasonable remuneration.

## **V. Supplementary Provisions**

Reviewed and approved by the Environmental, Social, and Governance (ESG) Committee of Weichai Power's Board of Directors, this policy shall take effect upon issuance. Weichai Power shall conduct an annual review of this policy and implement revisions through the ESG Steering Committee in response to evolving national laws and international conventions.