

Weichai Power Co., Ltd.

Diversity, Equity & Inclusion (DEI) Policy

1. Background & Objectives

Weichai Power Co., Ltd. (hereinafter referred to as "Weichai Power" or "the Company" or "we") is committed to continuously building a diverse, equal, and inclusive work environment, maximizing the innovative thinking, vitality, and potential of employees, and significantly improving overall competitiveness. 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.

2. Scope of Application

This policy applies to Weichai Power and all its domestic and international subsidiaries (including overseas subsidiaries), as well as to the Company's business operations and all employees (including full-time employees, part-time employees, labor dispatch employees, interns). At the same time, the Company requires business partners (including but not limited to suppliers, contractors, and service providers) to comply with this policy or equivalent policy requirements.

3. Relevant Laws, Regulations, and International Conventions

The Company strictly complies with national laws, regulations, and convention requirements, and formulates this policy with reference to relevant principles, including but not limited to Chinese laws and regulations such as the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Employment Promotion Law of the People's Republic of China*, the *Provisions on the Prohibition of Child Labor*, the *Special Provisions on the Protection of Female Workers*, the *Criminal Law of the People's Republic of China* (on

Forced Labor), as well as the International Labour Convention, the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and international conventions such as the United Nations Sustainable Development Goals and the International Bill of Rights. If there is a discrepancy between the laws of the country/region where the business is located and this policy, we will adopt the higher of the two standards.

4. Implementation Rules

4.1. Anti-discrimination and harassment

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.

The Company opposes any form of workplace harassment (including sexual and non-sexual harassment), bullying, abuse, and insulting behavior, and encourages mutual respect and courtesy among employees. The Company provides workplace discrimination and harassment prevention training for all employees to enhance their legal awareness and self-protection abilities.

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

4.2. Human rights

Strictly abide by laws and regulations related to employee employment, prohibition of child labor and forced labor, and diverse equality, as well as various labor rights protection policies of the International Labor Organization. When hiring employees (including full-time and part-time employees), we strictly adhere to the following principles:

4.2.1. Prohibit forced labor, ensure that employees have the right to choose whether to accept work, and enjoy full freedom and dignity during the work process;

4.2.2. Eliminate any form of child labor and human trafficking, adopt procedures and measures to identify the age of workers during recruitment, and ensure that all employees have reached the legal working age specified in their location when they enter the workforce;

4.2.3. Allow freedom of association and respect employees' rights to organize and participate in union activities;

4.2.4. The right to collective bargaining shall be recognized to ensure that employees have the right to engage in collective bargaining on issues such as working conditions and wages;

4.2.5. Adhere to the minimum wage, fair remuneration, and social welfare standards stipulated in the laws, standards, or other labor agreements of the country/region where the business is located, adhere to equal pay for equal work, and promise to pay wages on time and in full;

4.2.6. Promote and improve democratic management, adhere to transparent, open and transparent democratic procedures such as employee congress and collective labor contract signing, ensure smooth channels for employee feedback, and create a good democratic management atmosphere;

4.2.7. When signing a collective agreement, we will ensure that the contract includes provisions to protect labor rights, clarify the rights and obligations of both parties in the labor relationship, as well as the procedures and mechanisms for resolving labor disputes.

4.3. Human rights due diligence

Establish a human rights due diligence process and identify risks through employee interviews, engagement, and satisfaction surveys in one's own operations; Identify risks in the value chain through supplier admission assessment and on-site audits; Conduct special due diligence in capital operations (mergers and acquisitions, joint ventures, etc.); Systematically identify risks by regularly reviewing risk maps and updating risk lists.

Proactively assess potential human rights issues and mitigate human rights risks by developing risk response measures, improving internal management systems, and strengthening employee training; Develop and implement mitigation plans in operational sites where human rights risks are identified; Remedy the human rights impacts that have occurred through grievance mechanisms, compensation measures, and institutional reforms.

4.4. Diversification

The Company promises to respect employees' diverse lifestyles and provide them with convenient conditions that meet their customs, beliefs, and lifestyle habits as much as possible. Fully respect individual differences and create a development environment where everyone can succeed. The Company has formulated a 'Employee Diversification Development Strategy Plan' and set employee diversification goals to ensure the recruitment process and employee diversity.

4.5. Supervision

The Company promises that the senior management will effectively fulfill their leadership responsibilities for the implementation of diverse, equal, and inclusive policies and cultural construction, and regularly supervise the implementation and effectiveness of relevant strategies. Incorporate human rights, diversity and other indicators into the performance evaluation system, and regularly assess and evaluate the work performance of relevant employees.

The Company continues to conduct internal research and evaluation on diversity and inclusivity, extensively collects feedback from frontline employees, and develops targeted optimization measures to promote the formation of a more inclusive and cohesive organizational culture.

The Company requires all employees to learn the 'Diversity, Equality, and Inclusion Policy' and provide diversity policy training to enhance their awareness and understanding of diversity and inclusivity, and promote the construction of a diverse, equal, and inclusive work environment.

4.6. Living wage commitment

The Company advocates business partners (including suppliers, contractors, service providers, etc.) to pay their employees no less than the basic living wage to ensure that their basic living needs are met. The Company will evaluate the gap between the current employee salaries and basic living wages of its business partners (including suppliers, contractors, service providers, etc.) and urge them to take corresponding measures based on the evaluation results to ensure that the employee's salary and benefits are fair and reasonable.

5. Feedback mechanism

Weichai Power encourages employees, suppliers, customers, and the public to provide feedback on violations of this policy through relevant channels. If relevant feedback is received, the Company promises to conduct a serious investigation and take corrective measures if necessary.

6. Review updates

The Company promises to conduct a comprehensive review of diversity, equality, and inclusiveness policies at least once a year to ensure the legality, rationality, and effectiveness of the policy content. In addition, the Company will initiate special review procedures based on changes in

national laws, international conventions, etc., and promptly revise and update this policy.

7. Supplementary Provisions

This policy is reviewed and approved by the ESG Committee of the Board of Directors of Weichai Power, and shall come into effect and be implemented from the date of its release. For matters not covered by this policy or in conflict with national laws, regulations, and government regulations, national laws, regulations, and government regulations shall prevail.