

Weichai Power Co., Ltd.

Anti-Bribery and Anti-Corruption Policy

1. General Provisions

In order to regulate the commercial activities of Weichai Power Co., Ltd. (hereinafter referred to as "the Company"), strengthen the standardization and institutionalization of internal control mechanisms, prevent commercial corruption in business management, protect the legitimate rights and interests of the Company and its employees, prevent the occurrence of various improper behaviors, and safeguard the interests of the Company, this policy is formulated in accordance with relevant laws and regulations and in combination with the actual situation of the Company.

Commercial bribery refers to the act of an operator who, in order to obtain transaction opportunities or competitive advantages, violates the principles of fairness and integrity by providing or promising to provide property or other financial benefits (such as gifts, rebates, travel sponsorships, etc.) or other non-financial benefits (such as employment opportunities, special treatment, etc.), directly or indirectly to the transaction counterparty, its related personnel, or third parties capable of influencing transaction decisions, including personnel from public or private institutions.

All employees (including formal and part-time employees), suppliers, contractors, customers, and other business related parties of the Company and all directors and senior management personnel of domestic and foreign owned Companies must strictly abide by this policy, faithfully perform their duties, safeguard the interests of the Company, and not use the Company's position, authority, or position to seek personal gain.

2. Management Organization

The ESG Committee of the Board of Directors is responsible for overseeing and guiding the Company's anti-bribery and anti-corruption work.

The disciplinary inspection, organization, audit, supervision, legal and other departments of the Company and its affiliated companies shall investigate and handle commercial bribery in accordance with their management responsibilities and authority.

3. Risk Assessment Mechanism

The Company has established an anti-corruption and anti-bribery risk assessment mechanism, comprehensively identifies, analyzes, and evaluates relevant risks, and takes appropriate mitigation measures. The Company regularly evaluates the effectiveness of the risk assessment process itself and its results to ensure that it continues to adapt to changes in the internal and external environment. The review work should be conducted at least once every three years and cover all business activities and management processes.

4. Management and Control Measures

The following behaviors are strictly prohibited in all business management activities of the Company:

4.1. Giving or accepting cash, gifts, items, or other gifts to relevant units and their personnel in violation of regulations;

4.2. Providing property or other benefits in the name of donations in order to obtain transactions, service opportunities, or preferential treatment;

4.3. Providing or accepting commercial sponsorships, travel arrangements, or similar activities that violate the principle of fair competition;

4.4. Providing or accepting various types of securities such as prepaid cards or vouchers such as membership cards, shopping cards, consumption cards, or electronic vouchers, etc.;

4.5. Providing valuable items such as houses and cars to relevant parties for use, or accept valuable items such as houses and cars provided by relevant parties;

4.6. Giving or receiving various improper equity, dividends, other financial products, etc.;

4.7. Giving or receiving property in the name of publicity, promotion, advertising, training, consulting, technical service, scientific research, etc. to convey or obtain benefits;

4.8. Providing or receiving property through illegal means such as gambling to transfer or obtain improper benefits;

4.9. Taking advantage of one's position to appropriate company assets, misappropriate funds for personal use, or lend them to others;

4.10. Providing or accepting gifts, meals, entertainment, or travel arrangements that exceed reasonable value, frequency, or purpose;

4.11. Violating financial management policies, engaging in tax evasion, false expense claims, misappropriation of funds, and falsification of financial records;

4.12. Other behaviors that violate national laws, regulations, and various Company rules and regulations, such as accepting bribes, misappropriating Company assets, and conflicts of interest.

Employees and business-related parties of the Company should strictly

abide by the Company's regulations on clean employment management and relevant laws and regulations, and resolutely resist any form of corruption, bribery, conflict of interest, and other unethical behavior.

The Company regularly organizes anti-corruption, anti-bribery, and integrity training for all employees, including all directors and senior management personnel (including full-time and part-time employees), as well as business related parties such as suppliers, contractors, and customers, to enhance their awareness of integrity and self-discipline, as well as their ability to resist corruption and change, and actively create a clean, healthy, and orderly working environment. The training content covers the requirements of this policy and the sharing of industry corruption cases.

All commercial transactions must have accurate and complete records in the Company's finance department, truthfully reflecting the nature of the transaction. No "off book accounts" or "small coffers" shall be established, and all payments must have reasonable and legal business reasons and sufficient documentation support.

The Company has established a sound anti-bribery and anti-corruption work mechanism and system and conducts internal audits of the implementation of this policy every three years. The audit scope covers all the Company's main businesses and reports the results to the ESG Committee of the board of directors.

5. Business Party Management

The Company should sign anti-corruption and anti-bribery agreements with its business affiliates or include relevant clauses in the business agreements, clearly prohibiting fraudulent, bribery, exchange of interests, money laundering, and other behaviors that seek improper benefits, and setting corresponding measures based on the breach of contract.

The Company encourages suppliers to develop internal anti-corruption policies to systematically eliminate various forms of bribery, corruption, fraud, and unfair competition, and to establish effective control procedures to ensure policy compliance and implementation.

6. Reporting Mechanism

The Company encourages employees, customers, suppliers, and other personnel to file complaints and reports on violations by various units, departments, and employees.

Report hotline: 0536-2102388

Report Mailbox: 2102388@weichai.com

Report QR code:



The Company prioritizes the confidentiality of reports. All violations shall be handled and addressed in accordance with relevant regulations. Good-faith reporting, including real-name reporting, is encouraged. The Company strictly maintains the confidentiality of informants' personal information and the content of their reports, restricts access to reported information, and prohibits the disclosure of such information to the alleged violator or unrelated personnel. Any violation of these confidentiality obligations will result in strict disciplinary action, and any criminal conduct will be referred to judicial authorities.

The Company prohibits all acts of threatening, retaliating, or taking adverse actions against whistleblowers. If necessary, legal support and protection will be given to whistleblowers, and acts of retaliating against whistleblowers will be dealt with seriously.

7. Accountability

The Company has zero tolerance for any commercial bribery behavior. If any employee violates this policy, they will be held accountable for disciplinary or administrative actions according to the severity of the situation and procedures.

If the Company employee's behavior is suspected of violating party discipline or committing illegal crimes, it shall be reported to the superior department, transferred to the disciplinary inspection department and judicial authorities for handling in accordance with regulations and laws.

8. Supplementary Provisions

Any matters not covered by this policy or in conflict with relevant laws and regulations shall be implemented in accordance with the relevant provisions of such laws and regulations.

This policy has been reviewed and approved by the ESG Committee of the Board of Directors and shall come into effect and be implemented from the date of its release. Weichai Power shall review this policy at least once a year and revise and update it in a timely manner based on changes in national laws, international conventions, etc.