BYD Group

Human Rights Policy Statement



BUILD YOUR DREAMS

I. Preface

As a multinational enterprise with global influence, BYD Group is well aware that respecting and protecting human rights is an important cornerstone for the sustainable development of enterprises. BYD is committed to respecting, protecting and promoting human rights in business operations, commercial cooperation and supply chain management. To ensure compliance with internationally recognized human rights standards, we have formulated and implemented comprehensive policies of human rights protection.

BYD Group recognizes the "Universal Declaration of Human Rights", "Ten Principles of the United Nations Global Compact", "United Nations Guiding Principles on Business and Human Rights", "OECD Guidelines for Multinational Enterprises on Responsible Business Conduct", and other relevant international rules and guidelines. We have imposed the general requirements for the protection of human rights in BYD's internal control system, which cover child labor, forced or involuntary labor, health and safety, anti-discrimination, anti-harassment, humane treatment, working hours, remuneration and benefits, freedom of association, privacy protection, learning and development, and contain all aspects of employment, including selection and recruitment, cultivation and development, appointment, and resignation, etc. We are committed to being proactive in our corporate social responsibility. In addition, we have established corresponding communication and feedback and supervision mechanisms to ensure the implementation of these policies, to protect the legitimate rights and interests of workers, and to promote the harmonious development of social relations.

When there is a discrepancy between national legislation and international human



rights standards, the higher standard shall take priority in implementation. In case of a conflict between the two, international principles shall be implemented to the maximum extent possible on the basis of compliance with national legislation.

II.Policy Principles

1.Respect for Human Rights: We believe that all people are born free and equal in dignity. We do not tolerate any form of forced or compulsory labor, human trafficking and recruitment of child labor. We care about and respect the relatively vulnerable group, and make every effort to protect their rights and interests.

2. Anti-Discrimination and Anti-Harassment: We are committed to creating a fair and equal working atmosphere and have zero tolerance for discrimination or harassment. We firmly oppose discrimination of any form including but not limited to race, skin colour, ethnicity, national origin, ancestry, religion, physical disability, gender, age, sexual orientation, marital status, trade union membership, property, political or other opinion. We prohibit all forms of harassment, including sexual harassment and other degrading conduct.

3. Equality and Freedom of Choice: We provide our employees with equal opportunities for employment and development, and ensure their freedom of movement, career choice and resignation.

4. Safety and Health: We are committed to providing a safe and healthy working environment, implementing necessary labor protection measures, and conducting safety training to prevent the occurrence of industrial accidents and occupational diseases. Simultaneously, we prioritize the physical and mental well-being of employees by offering comprehensive healthcare services, thereby holistically ensuring their safety and health.

5. Labor Rights and Interests: We always



abide by the labor laws and regulations of the place where we operate, and conclude labor contracts with employees in the language they understand.

We are committed to:

1)Paying all employees an attractive, fair and sustainable living wage that ensures a decent standard of living for them and their families, and ensuring that regular working hours are paid at or above the local legal minimum wage. Wages will not be withheld, reduced or delayed, except where permitted by law and, where applicable, with the employee' s prior consent.

2)Adhering to the principle of equal pay for equal work and prohibiting discrimination on the basis of factors unrelated to job performance, including but not limited to, sex, age, ethnicity, nationality, race, or skin colour.

3)Providing all employees with rest days, public holidays and paid annual leave in accordance with applicable law, enabling them to enjoy sufficient rest and maintain a healthy work-life balance.

4)Strictly complying with local laws and regulations concerning standard working hours, maximum overtime limits, and overtime compensation. Where production requirements necessitate extended working hours, such it will be scheduled and compensated in accordance with applicable laws and, where required, with the employee' s voluntary consent. Overtime pay will be provided in full and on time, or equivalent compensatory time off will be arranged.

5)In the event of large-scale termination of employment relationships due to business restructuring, we will fully comply with statutory notification and filing requirements, provide notice to employees within the legally prescribed timeframe, and ensure thorough documented communication with employees and their authorized representatives through documented channels.



6.Training and Development: We have established a mature employee development and training system to provide employees with corresponding management, technical, skill-based, professional training and empowerment. This helps employees improve their business ability, better adapt to work needs, and enables all employees to access a transparent promotion mechanism and fair career development opportunities.

7.Freedom of Association and Expression: We respect the spontaneous communication among employees and the formation of organizations, and their collective expression, promotion, pursuit and safeguarding of common interests. We protect employees' freedom of peaceful assembly and association, as well as their right to collective bargaining. We respect our employees' freedom of expression and encourage them to contribute suggestions for BYD's development. We have built a platform for employees to voice different opinions and established a whistleblower protection system to create unimpeded channels for communication, consultation and feedback. We regularly engage in communication and consultation with workers' representatives, listen to employees' opinions and make continuous improvements.

8.Protection of Personal Information: We value privacy and the protection of personal information as an individual right. We handle personal information in strict accordance with laws and regulations and BYD's internal control requirements, and take necessary technical and organizational measures to ensure the security of personal information.



III.Policy Implementation

1. Formulation and Updating: This statement was formulated by the management of BYD, and will be periodically evaluated for effectiveness and adaptability to ensure consistency with international human rights standards.

2. Training and Education: We will regularly train our employees on human rights policies and related regulations to raise their awareness of human rights and laws.

3. Human Rights Due Diligence: We have established an effective monitoring and evaluation mechanism to regularly review the human rights protection and promotion measures in our business operations, and to identify and resolve any human rights issues that may arise timely.

4. Feedback and Improvement: We encourage employees and all sectors of society to offer opinions and suggestions on BYD's human rights work. We will humbly accept such feedback, remain subject to supervision from employees and the community, and improve the company's management continuously.

IV. Reporting Management

We have established an open and transparent complaint handling mechanism, encouraging employees to report any human rights-related concerns or violations as soon as they become aware of them. Clear reporting channels, defined responsibilities, and formal remedial procedures are in place to ensure that every complaint is handled fairly, confidentially, and without any form of retaliation.

Depending on the nature of the complaint, the responsible department will investigate the matter or assign it to the appropriate function, and will take corrective and, where appropriate, disciplinary action in line with the facts and the extent of impact.

We operate a "mechanism of correction and accountability" for all cases of human rights violations: once a violation is confirmed,



corrective procedures are initiated without delay, and actions proportionate to the facts and severity are taken to ensure accountability and the effectiveness of corrective measures are.

We also maintain a whistleblower protection framework to safeguard whistleblowers and related individuals against any form of retaliation ensuring confidentiality and compliance with applicable law.

V. Partners and Supply Chain

This policy also applies to our business partners (including suppliers and contractors). We implement sustainable human rights management in our supply chain, and work with our business partners and suppliers to reduce and prevent human rights risks in our enterprise and supply chain, and ensure that human rights are respected and safeguarded throughout the value chain.

VI. Conclusion

BYD Group will continue to be committed to the protection of human rights and endeavor to promote the development of human rights worldwide. We believe that through unremitting efforts, we can create a more impartial and harmonious environment for our employees, partners and the community, and can achieve sustainable win-win development.

VII. Complaint channels

E-MAIL：tousu@byd.com

TEL:886-0755-89888888-62407

