

## Ninestar Corporation

### Labor Rights Protection Policy

#### 1. Purpose

Adhering to the core values of "taking responsibility for the society, providing services to customers, realizing dreams for employees, and creating value for shareholders" , Ninestar Corporation (hereinafter referred to as "Ninestar" or "the Company" ) strives to protect employees' rights and interests, Ninestar also provides employees with a complete training mechanism, fair development opportunities and abundant and diversified benefits based on the principle of equal employment, and continues to create a safe, healthy, comfortable, warm and harmonious working environment.

This policy requires Ninestar to comply with all laws and regulations related to the protection of labor rights, including but not limited to: relevant laws and regulations on the protection of labor rights and interests in China, such as *the Labor Law of the People's Republic of China*, *the Civil Code of the People's Republic of China*, *Personal Information Protection Law of the People's Republic of China*, and other relevant national and local laws and regulations at home and abroad.

#### 2. Scope of Application

2.1 Ninestar ensures that this policy covers all employees (including all forms of employment) and the whole process of business operation. We also encourage suppliers, partners and other

stakeholders to actively abide by this policy and work with us to safeguard the rights and interests of employees.

### **3. Equal Employment and Anti-harassment**

3.1 The Company strictly abides by *the Labor Law of the People's Republic of China* and other relevant national and local laws and regulations at home and abroad, and adheres to the principles of equal employment and zero tolerance for discrimination. In the recruitment process, we adhere to the principle of "openness and fairness". The qualifications for the position are required to be made public, the interview standards and procedures are fair, and the candidates are treated equally, and talent are introduced based on the individual competence. Ninestar prohibits any discrimination based on age, disability, ethnicity, gender, marital status, nationality, political affiliation, race, religion, sexual orientation, or union membership. Meanwhile, Ninestar shall not force candidates to have pregnancy tests or physical examinations, except for those required by applicable laws and regulations and carefully considered for workplace safety, and shall not discriminate against because of the examination results. In addition, interviewers who are related to candidates should follow the principle of avoidance and should not participate in interviews with candidates.

3.2 Ninestar opposes workplace harassment and protects employees from harassment at work, including sexual harassment, threats, and intimidations.

3.3 Ninestar regularly conducts anti-discrimination and anti-harassment training for all employees, and formulates corresponding reporting procedures to severely deal with those

who commit discrimination and harassment. Persons suspected of criminal offences will be transferred to judicial authorities.

#### **4. Prohibition of Child Labor and Forced Labor**

4.1 Recruitment shall comply with the relevant laws and regulations of the country or region, including but not limited to: Prevent involuntary labor and ensure that all work is voluntary. Involuntary labor includes transporting, harboring, recruiting, transferring, receiving or employing persons for the purpose of exploitation by means of threat, coercion, force, abduction, fraud or payment to anyone in control of the persons. It is forbidden to detain the original identity and travel documents issued by the government. Ninestar also ensures that the employment conditions of the contract signed with the workers are clearly expressed in the language understood by the employees.

4.2 Ninestar shall not engage in human trafficking or employ slaves, or forced, bonded, indentured or prison labors of any kind.

4.3 Ninestar shall not employ child labor. Child labor refers to laborers under the age of 16, who have not reached the minimum employment age in the country/region where they are located or who have not completed the compulsory education in the country/region where they are located; underage workers refer to laborers who are over 16 years old but under 18 years old. All full-time employees employed by Ninestar refer to workers over the age of 18.

#### **5. Employee Compensation and Promotion**

5.1 Ninestar will not discriminate against or treat employees unfairly in terms of salary, training, promotion opportunities, etc. on the basis of race, religious belief, gender, nationality, age, marital status, disability and sexual orientation.

5.2 Ninestar adheres to the principle of equal pay for equal work, and provides employees with wage standards that meet the requirements of laws and regulations of the country and region where the Company operates. The wage structure varies with the rank and position.

5.3 Ninestar has established a performance-based incentive pay mechanism, which covers all employees. Ninestar shares the achievements of the Company's development with employees, and encourages employees to grow and develop together with the Company.

5.4 In terms of promotion management, Ninestar adheres to the open, fair and impartial principle, and has established a scientific promotion management process through continuous optimization to ensure that outstanding talent can be identified in the Company and achieve personal career development.

## **6. Employee Rights and Human Rights Protection**

6.1 Ninestar respects the employees' political rights such as freedom of association and collective bargaining on the premise of complying with the laws and regulations of various regions and the requirements of the Company's policies.

6.2 The labor union is the spokesperson for the interests of the employees and the main coordinator of the relationship between the Company and the employees. For issues related to the vital interests of the employees, the employees can make appeals through the labor union and negotiate with the Company management. All employees of Ninestar are eligible to join the labor union.

6.3 We respect and protect human rights and do our best to identify, reduce and prevent human rights risks in the Company and supply chains by referring to the human rights-related regulations in the RBA (Responsible Business Alliance) Code of Conduct, the United Nations Universal Declaration of Human Rights and other standards and regulations.

## **7. Employee Benefits and Care**

7.1 Ninestar actively creates a happy and harmonious working atmosphere for employees, and provides all employees with good welfare benefits, including but not limited to:

- Provide benefits such as shuttle bus to and from work, lodging allowance, social insurance and housing provident fund, annual physical examination, gift packages, and team building activities.
- Pay attention to the work-life balance of employees. Provide employees with outdoor basketball courts and other activity centers, encourage employees to participate in different hobby associations, hold festival and cultural activities and periodically hold dating parties to create happy life in Ninestar.

- Care for employees' family life and health. The Company provides different forms of budget dormitories for employees, and provides employees with preferential measures such as housing subsidies, affordable housing, and talent apartments to help solve the housing need of employees.
- Pay attention to the rights and interests of female employees. The Company provides female employees with paid leave such as antenatal care leave, maternity leave to provide a comfortable and safe environment for breastfeeding female employees.
- Help employees in need. Ninestar established the Ninestar Love(Ai Xin) Fund, which is used for employees who are in urgent need (such as illness, injury or disaster), to reduce their financial burden.

## **8. Employee Growth and Development**

8.1 Ninestar advocates the culture of "competition before winning awards" and is committed to building a learning organization. We encourage employees to improve their personal abilities through continuous learning, and ultimately improve the overall effectiveness of the team. On the basis of sufficient research, we formulate training plans covering various aspects such as management ability, professional skills, industry knowledge, and professional accomplishment.

8.2 Ninestar provides academic upgrading and certification program as well as all-round ability improvement training for company employees, so as to build a fair and open talent environment, and realize the common growth of talent and the Company.

## 9. Employee Health and Safety

For details about occupational health and safety related systems, please refer to *Ninestar Occupational Health and Safety Management Statement*.

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Ninestar