

Seres Group Human Rights Policy

Seres Group Co., Ltd. and its subsidiaries (hereinafter referred to as “Seres” or “the Company”) strictly adhere to the *Labour Law of the People’s Republic of China*, the *Labour Contract Law of the People’s Republic of China*, as well as the core conventions and standards of the International Labour Organization (ILO), among other relevant laws and regulations. Based on these, the Company has formulated the *Human Rights Policy of Seres Group* (hereinafter referred to as “this Policy”).

1. Scope of Application

This Policy applies to all employees of Seres Group Co., Ltd. and all its subsidiaries. The Company encourages its suppliers, distributors, and other partners to adhere to the principles outlined in this Policy.

2. Principles

This Policy is formulated in accordance with the United Nations *Convention on the Rights of the Child*, the *Forced Labour Convention* of the International Labour Organization, and other pertinent legal regulations, as well as the *UN Guiding Principles on Business and Human Rights* and other internationally recognized human rights standards, including the *ILO Declaration on Fundamental Principles and Rights at Work* and the *Universal Declaration of Human Rights*. It is fundamentally based on the requirement of full compliance with the laws and regulations of the country/region in which the business operates.

3. Policy Content

3.1 Prohibition of Forced Labour

- The Company establishes employment relationships on a voluntary basis and is committed to providing a respectful and equal working environment for its employees. The Company strictly prohibits all forms of forced labour in its business operations and shall not use deceptive means to induce employees to work. The Company prohibits the collection of deposits, the withholding of identity documents or other legal documents, and any other practices that restrict employees' freedom of employment against their will. The Company does not engage in human trafficking and prohibits offering personal loans to employees or job seekers where repayment is conditioned on debt guarantees or forced labour. All employees have the right to freely enter into and terminate their employment contracts in accordance with applicable law.

3.2 Prohibition of Child Labour

- The Company prohibits the use of child labour at any stage of production. The term "child labour" refers to any individual under the age of 16, below the age for completing compulsory education, or below the minimum employment age in the country/region, whichever is the highest. Employees under the age of 18 (juvenile workers) must not be engaged in work that may jeopardize their health or safety, including night shifts and overtime.

3.3 Working Hours

- The Company ensures that working hours do not exceed the maximum duration stipulated by local laws, except in emergency or exceptional circumstances. All overtime work shall be voluntary.

3.4 Wages and Benefits

- The Company compensates its employees in compliance with all applicable wage laws, including those concerning minimum wage, overtime hours, and statutory benefits, and is dedicated to ensuring equal pay for equal work. The Company provides clear and comprehensible payslips to employees each pay period.

3.5 Anti-discrimination, Anti-harassment, and Anti-violence

- The Company provides a workplace free from harassment and unlawful discrimination, completely eradicating any form of discrimination based on gender, height, ethnicity, religious beliefs, etc. The Company adopts a "zero-tolerance" stance towards discriminatory behavior, firmly opposing unfair treatment based on gender, age, nationality, ethnicity, religious beliefs, or other personal characteristics. The Company also opposes any form of harassment (including sexual and non-sexual harassment), effectively upholding the legal and inclusive human resources practices.
- The Company prohibits any harsh and inhumane treatment of employees, such as violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public humiliation, or verbal abuse, and also forbids threatening to commit any such acts.

3.6 Freedom of Association and Collective Bargaining

- Employees of the Company can openly communicate and express their opinions and concerns regarding working conditions and management practices with management, without fear of discrimination, retaliation, threats, or harassment.
- The Company respects the freedom of association of its employees and their rights to collective bargaining. Employees have the right to establish and join legally recognized trade unions and participate in trade union activities, employee representative congresses, etc.

4. Policy Implementation

4.1 Education and Training

- The Company conducts relevant training on human rights policies for its employees, suppliers, distributors, and other partners, aiming to enhance their awareness of compliance and capabilities in human rights protection.

4.2 Grievance Mechanism

- The Company establishes an Employee Relations Department, responsible for coordinating the protection of employee rights and interests, receiving, investigating, handling, and providing feedback on incidents of discrimination and harassment. It maintains a dual-channel confidential reporting mechanism, both online and offline, with

clear procedures for the entire process and graded response measures, to ensure that all reports are handled promptly, fairly, and appropriately.

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