

Human Rights and Diversity and Inclusion Policy

Seazen Holdings Co., Ltd. (hereinafter referred to as the "Group", "we", "our" or "us") is committed to creating a fair and equal employment and cooperation environment, respecting and protecting the basic rights and interests of every employee and partner. Adhering to the development concept of "people-oriented", and with the aim of better safeguarding and promoting democracy, diversity and inclusion of the Group, as well as building a career platform for employees and partners to realize their dreams and grow into outstanding talents, we have formulated the Human Rights and Diversity and Inclusion Policy (hereinafter referred to as the "Policy").

The Policy is formulated in accordance with relevant national laws and regulations and with reference to domestic and international human rights guiding principles. It is applicable to the headquarters of Seazen Holdings Group, its two major business divisions (the Real Estate Development Division and the Commercial Management Division), diversified businesses, and its major regional, city, and project companies. The Policy is applicable to full-time and part-time employees of the Group. We encourage business partners to comply with the Policy. We are committed to:

Equal Opportunities and Anti-discrimination

1. Adhering to the principle of equal employment and opposing all discriminatory behaviors based on differences in gender, age, region, education background, religious beliefs, nationality, ethnicity, sexual orientation, disability, etc., and providing equal job opportunities for all employees.
2. Maintaining diversity and fairness in the talent management process, ensuring that appointments are made solely on merit, providing equal opportunities for all employees, and guaranteeing that the employees enjoy fair treatment in terms of working hours, labor, salary, training, promotion, compensation, and leave.
3. Creating a harmonious and inclusive working environment, encouraging mutual respect and courtesy among employees, opposing workplace harassment and bullying, and strictly handling violations in accordance with the law.

Prohibition of Child Labor and Forced Labor

4. Eliminating any form of child labor employment and ensuring that all employees have reached the legally prescribed employment age in the local area.
5. Strictly prohibiting the forced labor through violence, threats, or illegal restriction of personal freedom.

Protection of Employee Rights and Interests

6. Providing employees with diverse guarantees and benefits in strict accordance with national laws and regulations and standards, improving the salary management system,

and comprehensively safeguarding employees' rights and interests through various forms such as fixed salaries, incentives, follow-up investments, restricted stocks, and options.

7. Promoting and improving democratic management, adhere to open, transparent and democratic procedures such as the employee representative's meeting, collective labor contract signing, and face-to-face communication with senior management, ensuring smooth channels for employees to feedback their opinions, and create a positive atmosphere for democratic management.

Employee Care and Development

8. Improving the rules and regulations for occupational health and safety management, regularly inspecting, identifying, evaluating, and reducing potential hazards to employees' health and safety, and regarding employee safety as the top priority in business management. For details, please refer to the Group's Occupational Health and Safety Management Policy.

9. Paying attention to employees' mental health and spiritual and cultural life, providing free mental health counseling and lecture services, and holding a variety of cultural and sports and competition activities to balance employees' work and life as well as enhance their sense of well-being.

10. With the goal of building a high-quality and high-efficiency talent supply chain, establishing a training system covering all employees and diversified training methods, strengthening vocational training through the Seazen Leadership Development Center, smoothing the career development path for employees, and cultivating outstanding talents.

Suppliers and Partners

11. Encouraging suppliers and other partners to establish and improve their own human rights and diversity and inclusion policies. 12. Prioritizing suppliers and partners that comply with the Policy, and adding clauses in the agreement to incentivize their compliance. For details, please refer to the Supplier Code of Conduct.

This Policy is effective as of its release date and will be reviewed and updated by the Group periodically.