

The following are the essentials of our environmental policies.

The “Operational Planning and Control Procedures for Occupational Health and Safety Processes” applies to the control of hazard sources and unacceptable risks in the company’s activities, product realization and services. Below are excerpts from it.

The company’s occupational health and safety management systems shall be implemented under the leadership of the company’s top management. All units subordinate to the company shall strictly implement the “Management Manual”, “Procedure Documents” and the company’s occupational health and safety management systems to ensure the normal and effective operation of the company’s occupational health and safety management work, organize regular occupational health and safety education for employees, and establish employee education and training files;

#### Occupational Health and Safety Management

- The “Control Procedures for Production Safety Management” and the “Production Safety Management System” shall be implemented for production safety management.

#### Supervision and Inspection on Operational Control Over Occupational Health and Safety

- The “Production Safety Inspection System” and the “System of Rewards and Penalties for Production Safety” shall be implemented for safety and health inspection.
- Possible unsafe factors and risks in supplies, equipment, materials and services provided by relevant parties shall be controlled in accordance with the requirements in 4.1 of the Procedures; the Procedures and the requirements shall be communicated to relevant parties; the “Safety Agreement on Outsourced Work of Haitian Group” and the “Safety Instructions for Contractors of Haitian Group” shall be signed with relevant parties and the “Safety Management System for Relevant Parties” shall be implemented, if necessary.

#### Occupational Health and Safety Management for Construction Projects

- The “Safety and Health Management System for Construction Projects” shall be implemented.

The “Control Procedures for Addressing EMS Risks and Opportunities” applies to the planning of the company’s EMS and its procedures, environmental objectives and their realization, system changes, analysis of the company’s internal and external environmental conditions, and analysis of the needs and expectations of relevant parties. Below are excerpts from it.

#### Identification of Risks and Opportunities

- When planning and changing the company’s EMS and environmental objectives, the management representatives shall identify the risks and opportunities to be addressed according to the company’s environmental factors, compliance obligations, environmental conditions affected by or affecting the company’s production and operations, as well as the needs and expectations of relevant parties, and break them down into specific EMS procedures; each department head shall break them down into departmental risks and opportunities; the management representatives shall report the results to the president in the end.
- When planning and changing departmental EMS and environment objectives, each department head shall identify the risks and opportunities to be addressed.

#### Risk Assessment

- Risks mainly come from the company’s environmental factors, compliance obligations, internal and external environments, the needs and expectations of relevant parties and other issues, including environmental factors, compliance obligations and other issues.

#### Actions to Address Risks

- The president shall set environmental objectives at strategic, tactical and operational levels, and provide resources to achieve environmental objectives;
- All staff shall be trained on environmental policies, objectives, compliance obligations and the importance of environmental protection to improve their environmental awareness. The training of staff in positions of environmental importance shall be intensified so that they can integrate environmental management requirements into their daily work.
- Contingency plans shall be established, and drills shall be carried out duly;
- When planning actions, the best technical solutions that are economically feasible and cost-effective shall be considered to ensure the implementation and effectiveness of the actions.
- All business units and departments shall carry out EMS risk and opportunity assessment and analysis by rule, determine the actions, and report to the Environmental Protection Section, which shall report to the management representatives, who shall finally report to the president for approval.
- Each business unit and department shall implement the actions one by one. The Environmental Protection Section shall regularly assess and record the effectiveness of each action.

The “Control Procedures for the Identification and Assessment of Environmental Factors” applies to the company’s control of environmental factor identification, assessment and updating in the whole process of plastic injection molding machine design, development, production and service. Below are excerpts from it.

#### Scope of Environmental Factor Identification

- The scope of environmental factor identification must cover the environmental factors that can be controlled and influenced in all activities, products and services of all departments of the company, as well as their environmental impacts;
- Environmental factor identification shall consider the three tenses of environmental factors, the three states of environmental factors, and environmental factors related to the company’s activities, products and services, etc.

#### Methods of Environmental Factor Identification

- Environmental factor identification shall be based on the analysis of activities and production processes, prevention-oriented, coupled with process analysis, on-site screening, level comparison and other methods.

#### Steps of Environmental Factor Identification (Omitted)

#### Assessment Criteria

- Relevant provisions in laws, regulations and other requirements;
- The scale, severity, frequency, duration and control of environmental impacts;
- The company’s actual conditions, including the technical difficulties of reversing environmental impacts, economic strength, and the impacts on the company’s public image;
- Requirements for relevant parties (e.g. suppliers, contractors).

#### Methods of Environmental Factor Assessment

- The assessment of environmental factors can adopt comprehensive scoring and direct judgment.

#### Updating of Environmental Factors

- Environmental factors shall be reidentified and reassessed once a year.

The “Control Procedures for the Acquisition, Updating and Application of Compliance Obligations” applies to the company’s control of the confirmation, acquisition, updating of laws, regulations and other requirements on environment, occupational health and safety, as well as the confirmation of applicability.

#### Confirmation of Legal and Regulatory Requirements and Other Requirements (Omitted)

##### Approaches to Acquisition

- National laws, regulations and other requirements on environment, occupational health and safety shall be acquired from government departments, the Internet, professional newspapers, industry associations and other channels;

##### Identification and Updating

- The Environmental Protection Section/Security Section shall organize all departments and project departments to confirm and review the applicability of laws, regulations and other requirements on environment, occupational health and safety at least once a year according to the company’s characteristics, keep records and report to the management representatives for approval;

##### Management of Laws, Regulations and Other Requirements

- The Environmental Protection Section/Security Section shall properly keep and establish a list of acquired and identified laws, regulations and other requirements on environment/occupational health and safety and track their changes; the Environmental Protection Section/Security Section shall reassess the risks and opportunities brought to the company after the updating of laws, regulations and compliance obligations.

The “Control Procedures for Solid Waste Discharge” applies to the collection and disposal of general industrial solid waste, household waste and hazardous waste generated in the production process, products and services, and office activities. Below are excerpts from it.

#### Solid Waste Sorting

- Solid waste is the waste generated in production and life. It is mainly sorted into general industrial solid waste and hazardous waste generated in production, and household waste generated in office activities and daily life. For details, please refer to the “Environmental Management Requirements for Solid Waste”.

#### Solid Waste Collection

- General industrial solid waste, household waste and hazardous waste shall be sorted and collected separately in designated containers, no mixed collection;

#### Solid Waste Signage

- The containers, collection sites and storage sites for solid waste shall have corresponding signs and labels according to the “Environmental Management Requirements for Solid Waste”; the signs/labels shall be clear and unambiguous.

#### Centralized Storage of Solid Waste (Omitted)

#### Hazardous Waste Disposal

- The responsible person shall submit an application for hazardous waste transfer and disposal to the functional department/business unit;
- The functional department/business unit shall submit a request for hazardous waste transfer and disposal to the Environmental Protection Section after review;
- The Environmental Protection Section shall submit a transfer application on the online platform for hazardous waste management;
- The Environmental Protection Section shall arrange the shipment and confirm the shipment time;
- The hazardous waste disposal unit shall send vehicles to ship hazardous waste;
- The functional department/business unit shall arrange the loading of hazardous waste and supervise the activities of relevant parties in the factory.

The “Control Procedures for Compliance Assessment” applies to the company’s self-assessment of its compliance with applicable laws, regulations and other requirements on environment, occupational health and safety.

#### Assessment Timing

- Corporate compliance assessment shall be conducted at least once a year.

#### Assessment Content

- The adequacy and applicability of the laws, regulations and other requirements acquired;
- The updating and review of applicable laws, regulations and other requirements;
- The publicity and study of laws, regulations and other requirements;
- Compliance with laws, regulations and other requirements;
- Find out and analyze the reasons for the failure to implement laws, regulations and other requirements, and formulate remedial actions;
- The compliance assessment results shall be recorded.

List of Haitian Group's environmental policies (for full information on our policies, please contact us).

No.	Name of Policy
1	Procedures for Hazard Source Identification, Risk Assessment and Determination of Control Actions
2	Operational Planning and Control Procedures for Occupational Health and Safety Processes
3	Fire Safety Management Procedures
4	Control Procedures for Production Safety Management
5	Occupational Health Management Procedures
6	Labor Protection Equipment Management Procedures
7	Occupational Health and Safety/Environmental Incident Investigation Management Procedures
8	Control Procedures for Nonconformance, Corrective Actions and Preventive Actions
9	Control Procedures for Addressing EMS Risks and Opportunities
10	Control Procedures for the Identification and Assessment of Environmental Factors
11	Control Procedures for the Acquisition, Updating and Application of Compliance Obligations
12	Control Procedures for Information Exchange, Communication and Negotiation
13	Operational Planning and Control Procedures for Environmental Processes
14	Control Procedures for Sewage Discharge
15	Control Procedures for Waste Gas Discharge
16	Control Procedures for Solid Waste Discharge
17	Control Procedures for Noise Discharge
18	Control Procedures for Energy Management
19	Control Procedures for Hazardous Chemicals Management
20	Control Procedures for Influencing Relevant Parties
21	Control Procedures for Emergency Preparedness and Response
22	Control Procedures for Environment, Occupational Health and Safety Performance Monitoring, Measurement and Assessment

23	Control Procedures for Compliance Assessment
24	(Others)



The following are the essentials of our social policies.

The “Guidelines and Policies on Corporate Social Responsibility” stipulates the company’s overall guidelines and policies on employee management. Below are excerpts from it.

Our company and management fully recognize that compliance with international labor standards and protection of labor rights are necessary for a high sense of social responsibility and are expected by all stakeholders, including consumers, the public and the government. Our company promises to abide by national regulations and social responsibility standards, continuously improve social responsibility performance, continuously improve working conditions and employee welfare, wholeheartedly achieve win-win cooperation with stakeholders, comprehensively improve our corporate image.

Social responsibility management is an important cornerstone for long-term corporate development. The fulfillment of social responsibility is the foothold for a company to cooperate with partners. Therefore, our company requires every manager to lead by example in social responsibility management, establish and implement a good social responsibility system, and spread it to our important strategic partners upstream and downstream, so as to build a good social model together.

We hereby declare that in our company:

- The use of child labor and forced labor shall be prohibited and no supplier/contractor or agent that uses child labor or forced labor shall be accepted.
- Employee freedom shall be respected, and any form of forced labor shall be prohibited.
- Safe and healthy working and living conditions shall be provided to ensure the safety and health of employees.
- An equal and fair working environment shall be provided, and any form of discrimination shall be prohibited.
- A harmonious communication mechanism shall be established to encourage open communication and direct dialogue between employees and management.
- Channels for employees to express their opinions shall be built, confidentiality protection shall be provided for employees who express opinions, and any form of retaliation shall be prohibited.
- Labor-management cooperation shall be encouraged, and employees’ freedom of association and right to collective bargaining shall be respected.
- The basic human rights of employees shall be respected, and any form of discrimination, harassment, abuse, and humiliating behavior shall be prohibited.
- The production plan shall be reasonably arranged, and the working hours, rest and vacation of employees shall be reasonably arranged.

- Reasonable wages and benefits shall be provided, and the local minimum wage shall be implemented to meet at least the basic living needs of employees.

The “Regulations on the Management of Remuneration and Welfare Benefits” applies to our company’s control of all activities in the formulation, implementation and maintenance of remuneration and welfare policies. Below are excerpts from it.

Employee remuneration and benefits shall follow the principle of "fairness, justice and timely adjustment".

#### Payroll Accounting

- In our company, wages are calculated on a monthly and piece-rate basis. In case of any change in the wage standard or calculation method, employees shall be notified in writing in public in the company. Employees can consult about the method of wage calculation at any time.

#### Wage Payment System

- Overtime pay shall be calculated in accordance with the Labor Law. Overtime pay on workdays shall not be less than 1.5 times the basic wage. Overtime pay on days off shall be twice the basic wage. Overtime pay on statutory holidays shall not be less than 3 times the basic wage.
- Employees are entitled to paid annual leave in accordance with the Labor Law and female employees are entitled to maternity leave in accordance with the law.
- Employees shall be paid in accordance with the law during statutory holidays, marriage and funeral leave and social activities.

#### Insurance Management

- The company shall establish a social insurance management mechanism for employees, and purchase corresponding endowment, medical, work-related injury, maternity, unemployment insurance and the housing provident fund for employees, and provide searchable access and related statistics.

#### Employee Benefits

- Employees shall enjoy paid annual leave in accordance with the Labor Law, while female employees shall enjoy paid maternity leave as stipulated by the Labor Law. The company shall stipulate the conditions and corresponding days of paid annual leave for employees and clarify the application procedures for paid annual leave.
- In addition to the statutory benefits stipulated in the Labor Law, the company shall provide other supplementary benefits, such as job subsidies, seniority subsidies, holiday gifts, etc. based on the company’s development and the characteristics of each job.
- Employees shall be paid in accordance with the law during statutory holidays, leave stipulated in the Labor Law and social activities.

The “Regulations on the Management of Employee Relations” applies to all employees of the company, including all temporary employees, probationary employees and regular employees at home and abroad. Below are excerpts from it.

- The company shall fully respect employees’ freedom of association and right to collective bargaining and allow employees to freely form or join the trade union. The company shall establish a mechanism for the fair and equitable settlement of labor disputes, set up a labor dispute mediation committee with the participation of employee representatives, define and publicize the procedures and methods for settling labor disputes, and designate special personnel to collect and handle complaints or appeals of employees.
- The company shall provide appropriate resources and actions to support the work of the employee representatives. The management representatives and the employee representatives shall hold regular and irregular meetings, keep the minutes, conduct collective bargaining, when necessary, sign collective bargaining agreements and convey them to the employees.
- The company shall not discriminate against employee representatives or other personnel such as union members. The company shall ensure that they can maintain contact with the employees they represent at their place of work.
- The company shall establish appropriate procedures and methods to ensure that all employees are assisted in obtaining the right to independence, freedom of association and right to collective bargaining through similar channels when freedom of association and the right to collective bargaining are legally restricted.

The “Regulations on the Management of Employee Training and Development” applies to our company’s control and management of relevant personnel training at all levels in accordance with the SA8000 standard. Below are excerpts from it.

- The training content shall include at least the SA8000 standard, legal regulations on working hours, wages and benefits, company policies and procedures, safety policies and procedures, safe operating procedures and consulting channels.
- Training shall be arranged for new employees (including temporary employees) upon entry, as well as for temporary and formal job transfers.
- Retraining shall be arranged when company policies or procedures are changed.
- Special safety training shall be arranged for personnel at risk of serious accidents. Special operation personnel shall receive statutory training and obtain operating licenses.
- Training methods should be flexible and varied, including classroom teaching, workshops, group meetings, bulletin boards and broadcasts, etc.
- The company shall develop internal employee mobility management methods, including promotion, demotion, normal transfer, job vacancy, competitive recruitment, etc., with corresponding adjustment records.

List of Haitian Group's social policies (for full information on our policies, please contact us).

No.	Name of Policy
1	Guidelines and Policies on Corporate Social Responsibility
2	Regulations on the Management of Child Labor and Underage Labor
3	Social Responsibility Objectives, Indicators and Management Program
4	Regulations on the Management of Disciplinary Actions
5	Regulations on the Management of Working Hours
6	Regulations on the Management of Remuneration and Welfare Benefits
7	Regulations on the Management of Forced Labor
8	Regulations on the Management of Employee Relations
9	Regulations on the Management of Health and Safety
10	Regulations on the Management of Discrimination
11	Regulations on the Management of Document and Record Control
12	Regulations on the Management of Personnel Optimization and Adjustment
13	Regulations on the Management of Suppliers and Agents
14	Regulations on the Management of Internal and External Communication and Verification Channels
15	Regulations on the Management of Accidents, Nonconformance, Doubt Handling, Remedies and Corrective Actions
16	Regulations on the Management of Management Review Control
17	Regulations on the Management of Employee Training and Development
18	Regulations on the Management of Internal Control Examination
19	Regulations on the Management of Employee Satisfaction Surveys
20	(Others)

The following are the essentials of our governance policies.

The “Code of Business Ethics” applies to all employees of Haitian International, its wholly-owned subsidiaries and joint ventures in which it holds a controlling stake, including directors, management staff and employees, as well as partners such as suppliers and customers. Below are excerpts from it:

#### Business Ethics and Integrity

- The company shall strictly observe the code of business ethics and integrity in its daily operations and prohibit any form of bribery, extortion and corruption, including but not limited to the company's customers, suppliers, rivals, employees and other stakeholders. The company shall treat others fairly and shall not manipulate, conceal, abuse privileges, misrepresent material facts or do any other unfair transaction to take advantage of others or obtain improper benefits.
- We shall do our best to comply with all applicable laws, regulations, corporate policies and ethics and not limited to the narrow meaning of the law, conduct all of our business with integrity and fairness, to avoid any conflicts of interest or undue influence. At the same time, when conducting business transactions, we shall not falsely describe the quality, features and prices of our products or services.

#### Corruption and Bribery Are Forbidden

- The company shall strictly require its employees, suppliers or related parties to abide by the “Anti-Unfair Competition Law of the People's Republic of China”, “Anti-Money Laundering Law of the People's Republic of China”, “Provisional Regulations on Prohibition of Commercial Bribery” and other national anti-corruption laws and regulations, and establish relevant internal documents including: "Supplier Integrity Commitment", "Code of Ethics for Employees", etc., and set up an anonymous whistle-blower system to prevent the company from corruption and bribery in any of its operating areas.
- Bribery may take the form of, including but not limited to, cash, cash equivalents, payments, commissions, benefits in kind or other benefits, except gifts received in return during festivals. Employees of the company are strictly prohibited from offering or accepting bribes, including but not limited to implying or soliciting bribes or proposing conditions, and employees are also prohibited from doing such acts through any organization or person.

#### Restrictions on Gifts and Entertainment Activities

- Small gifts and entertainment are offered or accepted in the course of business dealings between companies and employees, usually for the purpose of establishing relationships, showing politeness, etc. Gifts and entertainment activities can establish friendly relations between companies and employees. However, when offering or accepting gifts or entertainment to or from any person, the company must exercise proper judgment and caution, abide by the principle of appropriateness, to avoid affecting the company’s objective business decisions.
- We can offer or accept low-value goods that are normally on sale and simple meals. However, gifts, favors or entertainments shall not be given or accepted if such acts will result in or are likely to affect the company’s interests. At

the same time, it is our responsibility to ensure that agents or other organizations providing gifts or entertainment activities on our behalf comply with our guidelines.

- Haitian prohibits all forms of bribery, giving or accepting inappropriate gifts of high value or activities that affect the company's business decisions.



The “Anti-Bribery Policy” applies to all operations of the company, including those conducted by all Haitian subsidiaries, agents, distributors, suppliers or other representatives and any joint venture in which Haitian is a participant. Below are excerpts from it.

The reputation of Haitian International Holdings Limited (Haitian) depends on how we run our business. All employees and agents of the company must comply with all applicable laws and regulations in the place of business operation. We want our partners and employees to know that we conduct our business ethically at all times. If an unethical practice is illegal but acceptable in a country, it does not mean it is acceptable to Haitian. Failure to comply with the anti-bribery law will cause very serious consequences for Haitian.

Therefore, Haitian will punish any employee who breaks the anti-bribery law. All employees must bear in mind that your career will not be affected if your performance declines as a result of conducting business in an ethical manner. Please read this manual carefully. If you suspect Haitian is not complying with the anti-bribery law of your country, you must promptly alert the leaders in charge or report it.

### Purposes

The anti-bribery policy of Haitian is designed to:

1. Prevent improper payments or other criminal motives;
2. Provide guidance to all Haitian employees on anti-bribery laws around the world.

Many anti-bribery measures and laws are aimed primarily at public officials. At Haitian, we believe that all business transactions are equally important. In some cases, we understand that employees must be more vigilant about misconduct, including when dealing with public officials entrusted with investments of public money.

### Policy

All Haitian employees shall conduct the company’s business in a legal and ethical manner. At Haitian, illegal payments, bribery, kickbacks or other suspicious acts affecting any business transactions shall not be allowed. Haitian expressly forbids bribery by any employee or agent.

This Policy applies to all operations of the company, including those conducted by all Haitian subsidiaries, agents, distributors, suppliers or other representatives and any joint venture in which Haitian is a participant.

### Application of the Policy

The basic elements of the anti-bribery law include making payments to, giving or promising to give, any economic goods to individuals holding certain positions, thereby influencing their procurement decisions, or offering “benefits” in the knowledge that all or part of the payments would be gifted to persons influencing procurement decisions.

There is barely any criterion for “economic goods”. In addition to cash or other forms of monetary compensation, it can be almost any form of direct or indirect patronage.

Examples of possible violations of international anti-bribery laws include:

- Arrange trips
- Arrange meals
- Donate to charity at the customer's behest
- Provide job opportunities for family members of customers
- Award scholarships to family members of customers
- Provide tickets for sports events

Please note that the above are only examples of potential improper inducements and not the range of application for the ban on bribery.

As a global company, Haitian employees often interact with foreign officials. Employees communicate with government officials on relevant public contracts or permits and other required government approvals such as customs declarations, business licenses, safety/environmental permits. In some countries, government officials may claim improper payments in the process. In such cases, international anti-bribery laws must be observed.

Most international anti-bribery laws prohibit improper payments or improper provision of funds made by individuals, especially to public officials. Therefore, in most cases, it does not matter whether the recipient actually accepts an improper inducement. The recipient doesn't have to accept the improper payment or even to inform the briber of his/her intention to do so. In contrast, improper payments or promises to make improper payments to public officials fall under the category of prohibited conduct.

The purpose may be not only to make a direct purchase, but also to induce an individual to perform or refrain from performing any act in breach of statutory obligations;

In addition, anti-bribery laws generally prohibit direct or indirect payments to public officials. Therefore, Haitian shall be liable for any improper transfer of all or part of the funds by its agents, distributors or other partners to advisers or consultants to officials or persons acting on behalf of the government.

Therefore, no Haitian employee shall make payments, promises or authorizations to third parties (such as agents, distributors or consultants) that are likely to improperly pay all or part of the funds to an official.

The “Whistleblowing and Whistleblower Protection Policy” applies to Haitian’s any current or former senior staff (including directors), employees (including long-term, part-time, regular or temporary employees), suppliers, contractors or advisors (including any of their employees) and any of these individuals’ current or former relatives, dependents, or spouse. Below are excerpts from it:

#### Whistleblower Protection Policy

- Any whistleblower who discloses or reports misconduct will be protected by this policy without fear of retaliation, persecution, or mistreatment. The whistleblower shall have the right to report to his/her supervisor if he/she suffers retaliation (including connivance, covering up or bribing, or instigating others to retaliate against the whistleblower). If it involves the supervisor, the whistleblower has the right to report to Haitian’s Internal Control Headquarters or designated external independent legal counsels. Those who have violated the law as determined by judicial organs shall be handed over to judicial organs for investigation of corresponding legal responsibilities.

#### Confidentiality and Anonymity

- Haitian will take reasonable measures to keep your complaints and reports strictly confidential, and only disclose information related to your identity or information that can be used to identify you based on the following principles: such disclosure has been approved by you in writing or is permitted by law. Haitian will treat all complaints and reports received with caution and seriousness. In addition, Haitian will:
  - (a) Restrict access to information related to your report;
  - (b) Review some aspects of your report carefully and perhaps de-identify them.
- You have the right to raise any problems you encounter as a result of your report and request Haitian to take positive action, including any breach of confidentiality that you believe or suspect. All issues shall be discussed directly with the Internal Control Department to ensure that your problems are addressed in a timely manner.
- To assist with any possible investigation into your report, Haitian encourages you to agree to disclose your identity. However, you may choose to remain anonymous throughout and after the investigation on your own terms, subject to the local laws and regulations in your country/region. Haitian will investigate your report in the same manner. Unless required by law, your written consent is required before disclosing your identity (and any information that may result in your identity being disclosed). But anonymous tip-offs are hard to follow up, and it is difficult to confirm whether the informers are prepared to reveal their names later.

List of Haitian Group's governance policies (for full information on our policies in detail, please contact us).

No.	Name of Policy
1	Code of Business Ethics
2	Code of Ethics for Employees
3	Anti-Bribery Policy
4	Anti-Fraud Policy
5	Management System for Conflicts of Interest Among the Management
6	Management System for Conflicts of Interest Among Employees
7	Whistleblowing and Whistleblower Protection Policy
8	(Others)