

Linglong Tire Human Rights Policy Statement

Shandong Linglong Tyre Co., Ltd. (hereinafter “Linglong Tire”), as a responsible enterprise engaged in global operations, places the respect for and protection of human rights at the core of its sustainable development values. We hereby solemnly commit that, in our global operations, we will strictly comply with domestic laws and regulations including the *Labor Law of the People's Republic of China* and the *Labor Contract Law* - while proactively aligning our practices with internationally recognized instruments such as the *Universal Declaration of Human Rights* and the *ILO Declaration on Fundamental Principles and Rights at Work*, in order to establish a comprehensive human rights protection system that covers company operations, the supply chain, and community engagement.

I. Fundamental Principles and Commitments

We recognize the universal, inalienable and indivisible nature of human rights, and we commit to respecting and protecting the fundamental rights of all stakeholders including but not limited to employees, suppliers, business partners and community members. These rights include the following:

1. Right to Dignity: We firmly oppose any form of discrimination (on grounds of race, color, gender, religion, age, nationality, disability, marital status, etc.), insult, harassment or violence, and will protect each individual's personal dignity from infringement.
2. Protection of Labor Rights: We insist on equal employment opportunities and fair remuneration, and will safeguard employees' rights to rest and leave, the right to work in a safe and healthy environment, the right to access vocational training, and the right to social insurance and benefits.
3. Rights to Freedom and Development: We respect employees' freedom of association and collective bargaining rights, prohibit forced labor and the use of child labor, and provide fair career development channels and opportunities for employee advancement.
4. Health and Safety: In accordance with applicable laws and regulations, the Company is committed to providing a safe, healthy and secure working and living environment, and to minimizing occurrences of occupational health and safety incidents.
5. Prohibition of Forced Eviction and Respect for Indigenous Rights: We will ensure that any land used in relocation or expansion processes is acquired in a lawful and compliant manner, free from natural resource appropriation or other social and ethical issues. We will protect the livelihood rights of indigenous peoples and give priority support to initiatives that respect indigenous rights and promote sustainable development.

II. Applicable Standards and Norms

1. Compliance Requirements: The Company and its global supply chain partners must strictly comply with labor laws and regulations, human-rights-related policies and industry standards of the countries/regions in which they operate, and shall embed compliance requirements into day-to-day management processes.
2. International Benchmarking: We will proactively adopt internationally recognized human rights standards and best practices, including but not limited to the Ten Principles of the United Nations Global Compact (UNGC) and the ISO 26000 guidance on social responsibility, and continually raise the internationalization level of our human rights management.
3. Internal Governance System: We will establish a full-process sustainable development governance system covering “policy formulation - implementation - supervision - feedback,” form a Sustainable Development Committee, define departmental responsibilities, incorporate human rights performance into management evaluation metrics, and ensure effective policy implementation.

III. Mechanism for Addressing Conflicts between Laws and Policies

1. Conflict Assessment: Where national laws conflict with international human rights standards, the Company will seek solutions that reconcile legal compliance and respect for human rights through internal review, external consultation and stakeholder communication.
2. Multi-Party Coordination: The Company will seek optimal solutions that balance legal compliance and human rights protection through collaboration among internal compliance teams, external human rights experts, and stakeholder consultations, and will not exploit legal differences to evade human rights responsibilities.
3. Grievance Mechanism: We will establish an independent, confidential (where requested), and accessible human rights grievance and complaint mechanism to ensure that any stakeholder’s legitimate concerns are promptly received, impartially investigated and appropriately addressed, and to protect complainants from retaliation.

IV. Stakeholder Engagement and Awareness-Raising

1. In-depth Communication: We will regularly hold human-rights-themed dialogues with employee representatives, suppliers, customers, community organizations and NGOs to hear their concerns and suggestions and to incorporate reasonable input into policy improvements.
2. Promotion of Principles: We will publicize our human rights policy and practices through channels such as the corporate website, sustainability reports and public roadshows, actively promote human rights values, and drive collective progress across the industry ecosystem.

V. Policy Communication and Language Adaptation

1. Multilingual Publication: This policy will be formally published in multiple languages including Chinese, English, Serbian and Thai to ensure that stakeholders from different regions and cultural backgrounds can accurately understand the policy content.
2. Differentiated Communication: We will develop differentiated communication strategies and training content tailored to different groups such as management, employees and suppliers.

VI. Policy Integration and Continuous Improvement

1. Integrated Management: We will fully integrate the human rights policy into the Company's ESG management system, supply chain management system, human resources management system and risk management system, and achieve synergy with policies on environment, health and safety (EHS), anti-corruption and others to realize comprehensive governance.
2. Regular Assessment: We will conduct an internal audit of human rights performance annually to comprehensively review policy implementation and identify areas for improvement.
3. Continuous Improvement: The policy will be updated periodically based on developments in laws and regulations, changes in international standards, stakeholder expectations and evolving industry practices, ensuring that it remains relevant, effective and forward-looking.
4. Transparency and Disclosure: We will disclose our human rights performance, implementation progress and improvement plans in our sustainability reports and welcome oversight from the public and society.

Linglong Tire is committed to taking concrete actions to uphold human rights and contribute to a fair, inclusive and sustainable global business environment.

Shandong Linglong Tyre Co., Ltd.

Approved by: Sustainable Development Committee

Supervised and Implemented by: Human Rights and Labor Committee
September 3, 2025