

## CTCI Human Rights Policy

In order to respect and protect basic human rights, CTCI recognizes and supports Universal Declaration of Human Rights (UDHR), UN Global Compact, United Nations Guiding Principles on Business and Human Rights, International Labor Organization-Declaration on Fundamental and Rights at work, Equal Remuneration Convention and local laws and regulations, etc., and formulate company human rights policies accordingly.

1. Scope of application: The scope of application of CTCI Human Rights policy includes the company, domestic and foreign subsidiaries, joint ventures, other group-affiliated enterprise organizations with substantial control, supply chain, customers, and contractors.
2. Due diligence: The company conducts human rights due diligence on a regular basis to identify major human rights issues and affected persons, risk investigation and assessment, promote mitigation measures, provide remedial mechanisms for victims of violations, and provide complaint channels.
3. Provide healthy and safe working environment: This human rights policy follows the basic domestic and foreign labor human rights protection principles and relevant laws and regulations of the operating bases and project site locations, establishes appropriate management methods and procedures, and continuously improves the working environment's safety and sanitary conditions through various preventive measures and protective equipment, committed to reducing the risk of occupational disasters.
4. Non-discrimination and harassment: To implement workplace diversity, this is to state that there shall be no discrimination due to gender, religion, race, age, nationality, political inclination, physical and mental disability, marital and family status. The company is committed to create a safe working environment with dignity, equality and free from illegal infringements.
5. Fair salary/equal pay for equal work: It is clearly stated that there shall be no discrimination due to gender, religion, race, age, nationality, political inclination, physical and mental disability, marital and family status. The company is to implement equal opportunities for remuneration, employment conditions, training and promotion.
6. Prohibition of forced labor: Any form of human trafficking, forced labor, and violation of free choice of occupation and child labor are prohibited.
7. Maintaining Employees' Mental and Physical Health : Identify and address excessive workload issues, reduce overtime work ; offer physical checkups, health management lectures and various activities to enrich and enhance employees' mental and physical health.
8. Freedom of assembly: The company does not restrict freedom of association and respects the right of employees to operate peaceful assembly; in order to promote labor human rights and open communication between the company and employees, the company set up unobstructed communication channels by creating "Suggestion Mailbox" and "Complaint Hotline", and strictly protect personal data and ensure the rights and interests of colleagues in their submissions; the company regularly convene labor-management meetings and welfare committee meetings to protect the power of labor collective bargaining and promote healthy and positive labor-management relations.
9. Personal information protection: respect for privacy, ensure that the collection and use of personal information comply with legal requirements.
10. Community: Strictly implement environmental pollution prevention during operation and project implementation, and conduct project evaluation at the same time to avoid infringement on local communities, environment and cultural assets

  
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