



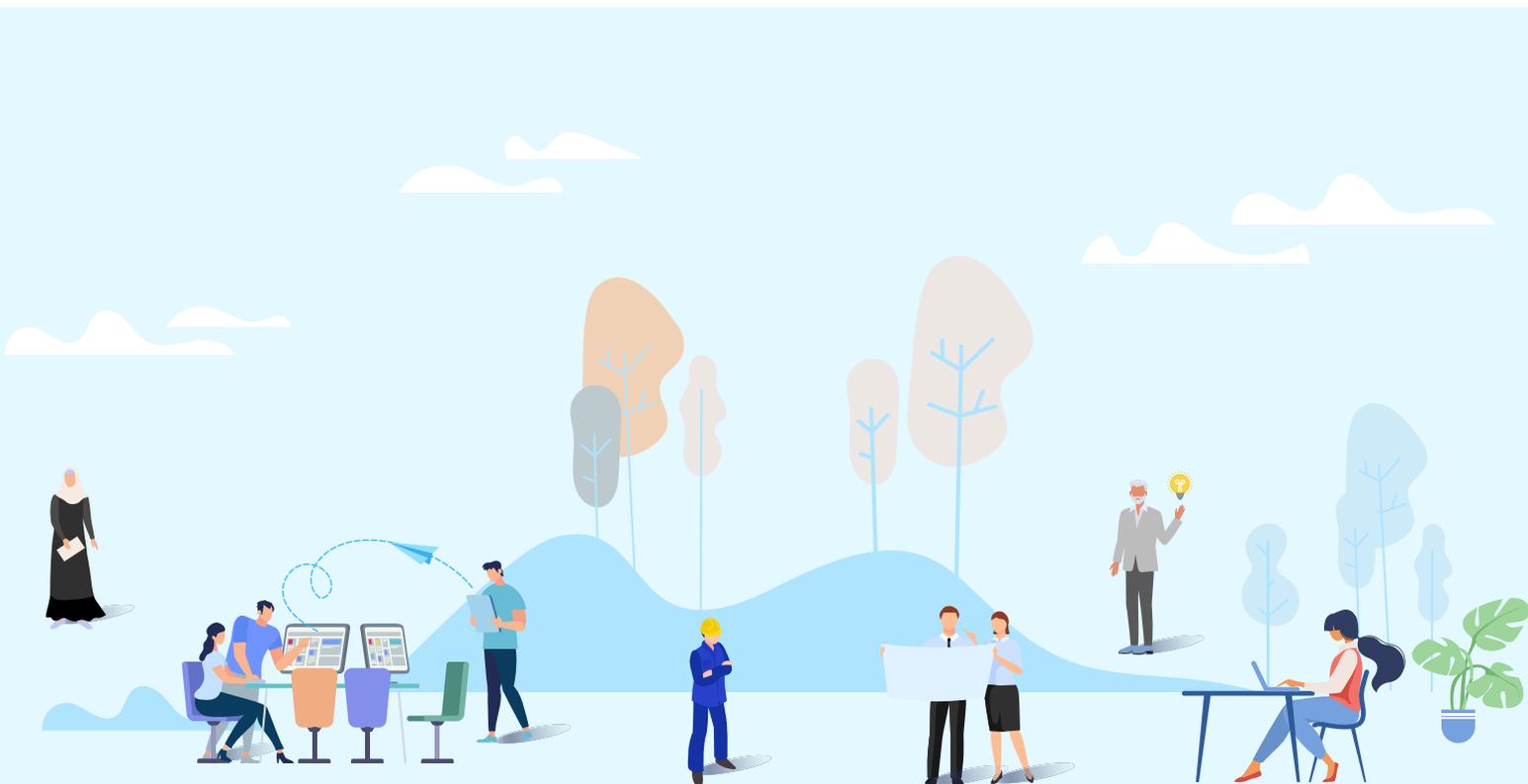
BYD Group

Human Rights Policy Statement



As a multinational enterprise with global influence, BYD Group is well aware that respecting and protecting human rights is an important cornerstone for the sustainable development of enterprises. BYD is committed to respecting, protecting and promoting human rights in business operations, commercial cooperation and supply chain management. To ensure compliance with internationally recognized human rights standards, we have formulated and implemented comprehensive policies of human rights protection .

BYD Group recognizes the "Universal Declaration of Human Rights", "Ten Principles of the United Nations Global Compact", "United Nations Guiding Principles on Business and Human Rights", "OECD Guidelines for Multinational Enterprises on Responsible Business Conduct", and other relevant international rules and guidelines. We have imposed the general requirements for the protection of human rights in BYD's internal control system, which cover child labor, forced or involuntary labor, health and safety, anti-discrimination, anti-harassment, humane treatment, working hours, remuneration and benefits, freedom of association, privacy protection, learning and development, and contain all aspects of employment, including selection and recruitment, cultivation and development, appointment, and resignation, etc. We are committed to being proactive in our corporate social responsibility. In addition, we have established corresponding communication and feedback and supervision mechanisms to ensure the implementation of these policies, to protect the legitimate rights and interests of workers, and to promote the harmonious development of social relations.



Policy Principles

- 1. Respect for Human Rights:** We believe that all people are born free and equal in dignity. We do not tolerate any form of forced or compulsory labor, recruitment of child labor. We care about and respect the relatively vulnerable or marginalized group, and make every effort to protect their rights and interests.
- 2. Prohibition of Discrimination and Opposition to Harassment:** We respect the dignity and rights of every individual without discrimination on the basis of race, color, ethnicity, national origin, ancestry, religion, physical disability, gender, sexual orientation, marital or childbearing status, labor union membership, property, political or other opinion, age or other status. We also require our employees to adhere to the ethics of equal interaction and to resolutely resist violence and harassment in the workplace .
- 3. Equality and Freedom of Choice:** We provide our employees with equal opportunities for employment and development, insist on equal pay for equal work, and ensure employees' freedom of movement, on-boarding and departure.
- 4. Safety and Health:** We are committed to providing a safe and hygienic working environment, necessary labor protection measures and safety training to prevent the occurrence of work-related accidents and occupational diseases. We also care about the physical and mental health of our employees, and provide health services to ensure the safety and well-being of our employees .
- 5. Labor Rights and Interests:** We comply with the laws and regulations of the countries and regions in which we operate, and conclude labor contracts with our employees in a language they can understand, to ensure that they have legal rights and interests, such as labor compensation, social security, working hours, rest, and vacations, etc. .
- 6. Cultivation and Development:** We have established mature employee development and training channels, providing employees with appropriate management, technology, skills-based training so as to help employees improve their business skills and better adapt to the job requirements, and provide all employees with equal career development opportunities and transparent promotion mechanism.
- 7. Free Expression:** We respect the spontaneous communication of employees and the formation of organizations to collectively express, promote, pursue and protect their common interests. We protect employees' freedom of peaceful assembly and association. We respect employees' freedom of expression and encourage them to offer advice and suggestions for BYD 's development. We have built a platform for employees to express different views, and established a whistle-blower protection system, so as to create a smooth channel for exchange, communication and feedback.

8. Personal Information Protection: We value privacy and the protection of personal information. We handle personal information in strict accordance with laws and regulations as well as BYD's internal control requirements, and take necessary technical and organizational measures to safeguard the security of employees' personal information.

Policy Implementation

1. Formulation and Updating: This statement was formulated by the management of BYD, and will be periodically evaluated for effectiveness and adaptability to ensure consistency with international human rights standards.

2. Training and Education: We will regularly train our employees on human rights policies and related regulations to raise their awareness of human rights and laws.

3. Human Rights Due Diligence: We have established an effective monitoring and evaluation mechanism to regularly review the human rights protection and promotion measures in our business operations, and to identify and resolve any human rights issues that may arise in a timely manner.

4. Feedback and Improvement: We encourage our employees and people from all walks of life to put forward comments and suggestions on BYD's human rights work. We will humbly accept the feedback, and always keep ourselves under supervision from employees and the community, so as to continuously improve and perfect the company's management.



Partners and Supply Chain

BYD Group expects our business partners and suppliers to respect internationally recognized human rights, comply with all applicable laws, and conduct business in an ethical and responsible manner. We implement sustainable human rights management in our supply chain, and work with our business partners and suppliers to reduce and prevent human rights risks in our enterprise and supply chain, and ensure that human rights are respected and safeguarded throughout the value chain.

Conclusion

BYD Group will continue to be committed to the protection of human rights and endeavor to promote the development of human rights worldwide. We believe that through unremitting efforts, we can create a more impartial and harmonious environment for our employees, partners and the community, and can achieve sustainable win-win development.

Complaint Channels

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