

Fosun Human Rights Statement

Fosun ("we") believes that businesses can only thrive if human rights are respected and protected. We are dedicated to respecting and promoting labor and human rights protection in all our business operations, and we do not engage in or participate in any human rights violations to ensure that the human rights of disadvantaged individuals and groups (e.g., the elderly, the young, people with disabilities, migrant workers) are respected. We expect all stakeholders, including employees, partners, suppliers, customers and governments, to work together to promote global human rights protection, enriching the civilization of human rights, and contributing to the holistic development of human rights matters.

We strictly comply with applicable laws and regulations wherever we operate globally and are committed to respecting and supporting internationally recognized human rights standards, including but not limited to: *International Bill of Human Rights*, *The OECD Guidelines for Multinational Enterprises*, *Guiding Principles on Business and Human Rights*, *The Ten Principles of the UN Global Compact*, *Women's Empowerment Principles*, *Children's Rights and Business Principles*.

The Board is the highest governance body of the Group on human rights issues. The ESG Management Committee oversees the formulation and implementation of the Group's policies and guidelines related to respect for human rights and diversity, and regularly reports to the Board of Directors on major issues in this regard; the ESG Working Group is in charge of the implementation of policies on human rights and diversity, as well as the assessment and management of related risks.

We insist on respecting all internationally recognized human rights throughout our business operations, and we are committed to working with our stakeholders to proactively identify, assess, prevent and mitigate human rights risks in our business and value chain, and to do our best to establish management mechanisms for all types of human rights issues, and to proactively understand our stakeholders' concerns and expectations regarding human rights issues.

This policy has been approved by the Board of Fosun and applies to all people working for or on behalf of Fosun, including full-time and part-time employees, interns, volunteers, etc. We also require third parties (including Fosun's suppliers, partners and other stakeholders) to comply with standards and requirements consistent with this policy through: *Fosun Group Supplier Code of Conduct*, *Fosun Group Measures of Responsible Investment Management*, *Fosun Group Code of Business Ethics*.

This policy includes the following requirements and norms for the protection of human rights:

1. Prohibit child labor, forced labor, and human trafficking
2. Create a healthy and safe workplace
3. Advocate for equality/elimination of prejudice in the workplace
4. Provide reasonable and legitimate compensation and benefits for work
5. Respect employees' political rights
6. Grievance and remedies

1. Prohibit child labor, forced labor, and human trafficking

We strictly abide by labor laws and regulations in the countries and regions where we conduct business operation, and prohibit or do not support the use of child labor, any form of forced labor and human trafficking. All of our employees are of legal age for employment in the countries in which they are employed. Where business operations in individual countries and regions permit the employment of persons under the age of 18, we ensure that they are not employed in any hazardous work or work that is incompatible with their personal development. Personal development includes health, physical, mental, spiritual, moral or social development.

2. Create a healthy and safe workplace

We provide a safe and healthy working environment for our employees and shall take effective measures to minimize and prevent possible accidents and injuries to employees' health. We establish and continuously improve our occupational health and safety management system; regularly identify, evaluate and reduce factors that pose potential risks to employee health and safety; provide adequate protective equipment and measures in accordance with the characteristics of different positions; provide employees with the necessary physical examination and medical insurance protection; and provide employees with timely information on health and safety in the workplace and regular occupational health and safety training.

3. Advocate for equality/elimination of prejudice in the workplace

We do not tolerate any form of discrimination, harassment, unfair treatment or retaliation, and we prohibit corporal punishment, physical or verbal abuse, bullying or other unlawful harassment, and any threats or other forms of intimidation. Employees should be treated equally without discrimination or prejudice based on gender, age, race, nationality, religion, disability, political affiliation or sexual orientation. We actively promote awareness of workplace diversity, equality and inclusion and provide many forms of training and resources to support our employees.

4. Provide reasonable and legitimate compensation and benefits for work

We comply with applicable laws and industry regulations regarding working hours, wages, overtime, compensation and benefits. We offer our global workforce a compensation package that generally exceeds the minimum wage standards required by local laws and regulations, and we are committed to equal pay for equal work. We will

also conduct research and progressively offer a decent living wage to our global workforce.

5. Respect employees' political rights

Subject to local laws and regulations as well as corporate policies, we will respect employees' political rights such as freedom of association, collective bargaining and free election, etc. Moreover, we will, subject to local laws and regulations as well as corporate policies, respect rights of our global employees to join, form or not join any labor organizations, and commit ourselves to amicable dialogues and collective negotiations with trade union organizations or workers' representatives.

6. Grievance and remedies

We promise that employees and internal and external stakeholders of the Group can make complaints or reports any violations of human rights and breaches of the Human Rights and Diversity Policy through Global Whistleblowing Platform and Risk & Compliance Hotline. Upon receipt of a complaint or report, the Group will assign someone to investigate. If the situation is verified to be true, we will immediately take remedial measures, try our best to rectify the negative impacts, and deal with the matter in strict accordance with the relevant laws and regulations and the Company's rules, and impose administrative penalties on the relevant person in charge.

Fosun's vision is to "create happier lives for families worldwide". We have incorporated our human rights policy into employee training to ensure that all employees fully understand and strictly comply with the terms of the policy. We have also clearly communicated our human rights policy and expectations to major enterprises within Fosun ecosystem, joint ventures, partners, suppliers, business associates and other stakeholders through regular trainings and awareness-raising programs, requiring them to similarly comply with the relevant principles and encouraging them to formulate similar policies within their own enterprises, so as to collectively promote the protection of human rights and jointly build a global happiness ecosystem.