

Summary of Statement of Employee Rights of CRRC Corporation Limited

I. General Provisions

Complies with the Universal Declaration of Human Rights, the International Labour Organization (ILO) core conventions and additional protective measures, as well as relevant laws and regulations such as the Labor Law of the People's Republic of China and the Labor Contract Law of the People's Republic of China and combined with the Company's actual situation and development strategy, this policy is hereby formulated by CRRC Corporation Limited (hereinafter referred to as "the Company"). The Company endeavors to safeguard the legitimate rights and interests of its employees and promote the construction of harmonious labor relations within the Company.

This policy covers all of the Company's main businesses. The main businesses of CRRC Corporation Limited cover the R&D, design, manufacture, repair, sale, lease and technical services for rolling stock, urban rail transit vehicles, engineering machinery, all types of electrical equipment, electronic equipment and parts, electric products and environmental protection equipment, as well as consulting services, industrial investment and management, asset management, and import and export.

This policy covers all divisions of the Company and subsidiaries at

all levels and grades.

II. Freedom of Association and Collective Bargaining Rights

The Company is committed that the wages, working hours, vacations, benefits and other working conditions shall be decided in consultation with employee representatives through the collective bargaining mechanism. The Company is committed to ensuring the fairness and transparency of the collective bargaining process, avoiding any form of unfair advantage or pressure. The Company respects the results of collective bargaining and is committed to implementing the agreements reached.

III. Prohibition of Forced or Compulsory Labor

The Company expressly prohibits any form of forced labor, including, but not limited to, the use of threats, fraud, seizure of documents, debt slavery, etc., to force employees to work.

The Company follows the principles of legality, fairness, equality and voluntariness, consensus, and honesty and trustworthiness in voluntarily signing and renewing labor contracts with its employees. The Company stipulates strict compliance with national laws and regulations, industry regulations and internal rules and regulations to ensure that the rights and interests of employees, such as personal safety and basic working conditions, are protected. The Company stipulates that any employee shall not detain the candidates' documents or charge a deposit;

The workplace must not restrict the freedom of movement of employees. The Company stipulates that before entering into a employment contract with a new employee, both parties shall conduct full consultation on such matters as the term of the employment contract, work content and work place, working conditions, working hours, rest and vacation, labor remuneration, social insurance, labor protection, working conditions and protection against occupational hazards.

IV. Prohibition of Child Labor

The Company strictly adheres to the International Labor Organization (ILO) core conventions, the minimum age for employment as stipulated by national laws, and ensures that it does not employ any underage employees. The Company will verify the age of all new employees and implement strict age control measures during the recruitment process.

V. Elimination of Discrimination in Employment and Occupation

The Company is committed to equality in all employment activities and not to discriminate against any employee on the basis of sex, marital status, race, color, national origin, religion, age, disability, discriminatory medical examination, union membership, political affiliation, or any other personal characteristics.

VI. Equal Remuneration

The Company guarantees that individuals performing the same job

or work of equal value receive the same pay and benefits. The Company will determine salary levels based on job nature, responsibilities, skill requirements, and job performance, and regularly review salary policies and practices to ensure compliance with national laws, regulations, and international labor standards.

The Company stipulates that the salaries paid to employees shall not be lower than the local minimum salary standard, and reasonable returns shall be paid to employees depending on the value of the position. The Company stipulates that employees are entitled to salary benefits that match their job responsibilities.

VII. Employee Health and Safety

The Company's health and safety management covers all employees, including all departments of the Company, subsidiaries at all levels, and supply chain companies. The Company attaches great importance to production operation safety, health management and guarantee, and continuously improves working conditions. The Company observes the legal working hours and holiday regulations in the business locations, pays attention to the mental health of its employees, and puts the health and life safety of its employees in the first place.

The Company adheres to the requirements of relevant regulations such as the Safety Production Law and the Occupational Disease Prevention and Control Law, and has formulated relevant occupational

health management systems such as the Safety Production Management Regulations of CRRC Corporation Limited and the Safety Management Regulations of Relevant Parties of CRRC Corporation Limited. The Company optimizes occupational health and safety management, and all of its manufacturing subsidiaries have obtained ISO 45001:2018 occupational health and safety management system certification.

The Company has formulated the Work Safety Responsibility System, implemented "Centralized Management" of health and safety performance, and established the Work Safety Committee as the supreme governing body for work safety. The Measures for Rewards and Punishments for Work Safety produced by the Company, which links the remuneration of the main safety officer with their health and safety performance, promotes the effective implementation of the main responsibility for work safety and the overall improvement of work safety performance.