

Human Rights Commitment Statement

Kingdee International Software Group Company Limited (hereinafter referred to as “the Company”) is committed to respecting and promoting human rights. We pledge to ensure that our business operations adhere to human rights standards based on internationally recognized frameworks such as the Universal Declaration of Human Rights and International Human Rights Law, as well as relevant International Labour Organization (ILO) conventions. We firmly believe that every person should be treated with equality, dignity, and respect, and we strive to implement this ideology in all our business activities.

I. Human Rights Commitment

The Company focuses particularly on the following key areas and commits to taking specific actions to prevent these issues, ensuring that basic rights are respected:

Preventing Human Trafficking

The Company strictly prohibits any form of human trafficking. We will regularly review our own and our supply chain’s operational processes to ensure that human trafficking does not occur.

Opposing Forced Labor

The Company is committed to not using any form of forced labor. We will take stringent measures to ensure that all employees work voluntarily, without any form of debt bondage, contract labor, or other forms of forced labor.

Eradicating Child Labor

The Company firmly opposes the employment of child labor. We will comply with all international and national laws and regulations regarding child labor, ensuring that there are no illegal instances of child labor within our company and supply chain.

Ensuring Freedom of Association

The Company respects employees’ rights to freedom of association. We have established two organizations, the Union and the Kingdee Employees Committee. We support all employees in freely forming and participating in unions or other legal organizations to promote cooperation and communication among employees.

Supporting the Right to Collective Bargaining

The Company acknowledges and respects employees’ rights to collective bargaining. We will actively communicate with employees and their representatives, ensuring that their views and suggestions are given due weight, and when necessary, engage in collective bargaining to protect their rights and interests.

Ensuring Equal Remuneration

The Company is committed to the principle of equal remuneration for equal work. Regardless of employees’ gender, age, race, religion, or other factors, we will ensure that they receive fair and reasonable pay for equivalent positions.

Opposing Discrimination

The Company strictly prohibits any form of discrimination. We commit to providing equal opportunities in recruitment, training, promotion, and other areas, ensuring that all employees are free from discrimination based on race, gender, religion, sexual orientation, age, disability, etc.

Other Rights

The Company pledges to respect and uphold other fundamental human rights, including but not limited to respecting employees' privacy, ensuring a safe and healthy working environment, and providing reasonable working conditions and benefits. We will continuously improve our policies and measures to ensure that all employees and relevant stakeholders work and live in an environment of dignity, equality, and respect.

Through these commitments, we reaffirm our determination to uphold human rights across our global operations. We will continue to strive to ensure that our practices reflect respect for human dignity, creating a just, fair, and respectful environment for all.

II. Risk Identification

Through systematic human rights due diligence, the Company aims to identify and assess potential human rights risks in order to prevent, mitigate, and remedy possible human rights violations, ensuring that our business operations comply with international human rights standards and regulations.

The Company regularly reviews internal policies and business practices to ensure they respect and promote human rights. By conducting employee surveys, interviews, and workplace inspections, we identify potential human rights issues such as working conditions, remuneration, health and safety, and more.

The Company has established a supply chain human rights risk assessment system, performing due diligence on suppliers and partners to ensure their business activities adhere to human rights standards and requirements. We conduct annual human rights impact assessments of major suppliers to ensure they meet these high standards.

Through our commitment to these principles and human rights risk identification measures, we once again affirm our determination to uphold human rights in our global operations. We will continue to strive to ensure that our practices respect human dignity, creating a just, fair, and respectful environment for all.