

China Gas Holdings Limited
(the “Company”)
Policy on Equal Rights and Interests

1. Purposes

Personal information to be provided to the Group by customers for opening or maintaining a gas account, and for the Group in providing other relevant facilities and services, such as: customers’ names, addresses, ID card numbers, telephone numbers, account numbers, transaction information, information about gas consumption and bills, and other data required for the service of the Group.

The Company and its entities that adopt the management and control system of the Company (the “China Gas Group” or the “Group”) shall fully recognize the importance of equal rights and interests of the Group's employees, stakeholders, customers and consumers. Respecting equal rights and interests is an important part of the Group's commitment to developing its business in a sustainable way.

2. Policy Contents

The policy, based on the principles in the United Nations Guiding Principles on Business and Human Rights and the United Nations Sustainable Development Goals, covers the rights and interests, health and safety and other items of workers. The policy applies to all employees within China Gas Group. All project companies, suppliers and business partners are required to stay in line with the principles of the policy where applicable. By setting goals and measures in each aspect, the Company is committed to protecting equal rights and interests and becoming an enterprise more responsible. The Group also offers training to all employees, which covers items in this policy such as equal rights, anti-discrimination, prohibition of any forms of sexual or non-sexual harassment, etc.

2.1. Prohibition of Forced or Compulsory Employment and Human Trafficking

2.1.1. The Group is engaged in prohibiting employee exploitation and forced labor with the threat of punishment.

2.1.2. The Group must employ all employees on the principle of their voluntariness, strictly prohibit any compulsion, and resolutely eliminate the use of deception to lure employees into employment.

2.1.3. The Group should prohibit the charging of deposits or security deposits and the detaining of employees’ ID cards and other legal identity documents, so as to prevent any possibility of forced labor.

2.1.4. The Group is committed to prohibiting any form of human trafficking in

its business operations and supply chain contracts.

2.2. Prohibition of Child Labor

2.2.1. The Group is committed to prohibiting the use of child labor in all phases of service provision.

2.2.2. The Group attaches great importance to the examination of age in recruitment, and prohibits child labor in all places of operation.

2.3. Respecting the Diversity of Employment and Opposing Discrimination

2.3.1. The Group is engaged in providing fair and reasonable job opportunities.

2.3.2. Upon labor-related matters such as employment, remuneration, training, promotion, demotion and retirement, the Group makes decisions according to the employee's expertise and position requirements, rather than one's race, nationality, religion, disability, social class, gender orientation, labor union membership and relations with governments. The Group has a zero-tolerance policy for discrimination regarding gender, race, age, religion, health, marital status, family status, etc.

2.3.3. The Group is committed to protecting its employees from sexual and nonsexual harassments as well as discrimination.

2.3.4. Each Group member is prohibited from forcing employees into discriminatory medical examinations.

2.4. Working Hours, Salaries and Rights and Interests

2.4.1. The Group's working hours, holidays, salaries and employees' rights and interests shall fully meet the requirements of relevant laws and regulations.

2.4.2. Taking into account the work-life balance of employees, the Group takes measures for a healthy work culture and flexible working hours on the basis of effective business operations and sound practicability.

2.4.3. The Group pays at least the local minimum wages, as reasonable salaries according to the value of different positions.

2.4.4. The Group provides necessary supplies for labor protection and various welfare subsidies for employees according to their working conditions.

2.4.5. The Group is committed to respecting equal remuneration. The Group adopts a Group-wide remuneration system for all employees with the principle of equal pay for equal work. The annual base salaries are determined based on the job responsibilities, ranks and skill requirements to ensure all employees receive equal remuneration regardless of their race, nationality, religion, disability, social class and sexual orientation.

2.5. Freedom to Organize Groups and Bargain Collectively

2.5.1. The open and direct communication between employees and management is among the effective ways to address issues in the workplace and on salary. The Group has built multiple communication channels for employees to ask for help and report issues.

2.5.2. The Group respects employees' legitimate rights and interests, including rights of joining the labor union, serving as a representative and participating in workers' congress.

2.5.3. Employees shall be given the opportunity to communicate with management on working conditions and management issues in public without concerning about retaliation, threatening or harassment.

2.5.4. The Group is engaged in prohibiting employee exploitation and forced labor with the threat of punishment.

2.6. A Safe and Healthy Work Environment

2.6.1. The Group promises to be people-centered and care for the wellbeing of employees.

2.6.2. The Group is committed to creating safe, rule-based and harmonious working and living conditions and cultural environments for employees.

2.6.3. The Group requires all suppliers and contractors to comply with its "Safety Management Policy".

3. Employee Guidelines

In case of any violation or improper treatment within the Group or by business partners, employees shall report it to the head of the department, the human resources department or management, so that the Group can carry out investigation accordingly. Whistleblowers shall not be subject to any coercion, discrimination or retaliation.

4. Date of Adoption

This policy, issued for implementation in December, 2022, is updated in due course.