

Statement on Employee Rights of Ping An Group

September, 2025

Definition

An “employee” stated in this statement refers to a person who has signed a formal employment contract/service agreement with Ping An Insurance (Group) Company of China, Ltd. and its member companies.

Commitment

The company is committed to putting people first and upholding the legitimate rights and interests of all employees. The company strictly complies with the *Labor Law of the People’s Republic of China*, *Labor Contract Law of the People’s Republic of China*, *Trade Union Law of the People’s Republic of China*, *Law of China on Protection of Minors* and *Order of the State Council of the People’s Republic of China (No.364): Provisions on the Prohibition of Using Child Labor*, as well as other laws, regulations, and policy requirements. The company commits to following the United Nation’s *Universal Declaration of Human Rights*, *Guiding Principles for Business and Human Rights*, as well as the International Labour Organization’s conventions, including the *Equal Remuneration Convention*, *Worst Forms of Child Labour Convention*, *Discrimination (Employment and Occupation) Convention*, *Abolition of Forced Labour Convention*, and *Occupational Safety and Health Convention*. The development of this policy also draws inspiration from the frameworks and principles of these international conventions.

Anti-Discrimination, Equality and Diversity Commitment

- Ping An adheres to the principles of openness, fairness, and justice in recruiting, on-boarding, training, promotion and rewarding of employees. We do not discriminate against employees based on gender, appearance, physical or mental impairment, age, marital or maternity status, ethnicity, race, religion, sexual orientation, native place, domicile, nationality, party affiliation, educational background, accent, or any other irrelevant factors. The Company firmly opposes and rejects any form of discrimination or bias.
 - Ping An promotes a diverse, open, equal, and harassment-free working environment through a variety of activities.
 - Ping An conducts training on diversity, equality and inclusion for all employees.
 - Ping An provides multiple safe channels for complaints while protecting employees’ legitimate rights and interests from infringement.
 - Ping An’s labor union safeguards the legitimate rights and interests of all employees. Any individual or group that discriminates against others or violates the relevant regulation will be punished accordingly.

- Ping An strives to create a friendly working environment for disabled employees, such as setting up accessible toilets and providing wheelchair-accessible desks.
- Ping An has built a multi-language-friendly working environment. Employees in certain departments should have basic English ability to communicate with foreign employees. When non-Chinese speaking employees require work information or important documents in English, we provide assistance to our best ability.
- Ping An guarantees employees' basic rights and interests at work, and prohibits forced labor.

Employee Rights Protection

- Ping An respects and protects individual rights. When the standards of national laws are inconsistent with those of international individual rights, the Company will follow the higher standard; when there is a conflict between the two, the Company will adhere to national laws while considering international requirements where possible.
- Ping An pays attention to the following issues, including caring for vulnerable groups, combating discrimination, combating bullying and harassment, prohibiting forced labor and child labor, and promoting gender equality. Ping An regularly evaluates and updates individual rights issues that are highly relevant to the Company.
- Ping An Group is committed to creating a fair, equitable, and sustainable working environment for employees, strictly adhering to ESG principles in fulfilling its social responsibilities. The Company ensures that employee wages are above the minimum wage standards prescribed by the relevant national and regional regulations, while also making reasonable adjustments based on local cost of living estimates or benchmarks to ensure adequate wages and economic stability for employees. In accordance with the provisions of the *Labor Law of the People's Republic of China*, the Company follows the principle of equal pay for equal work, ensuring that all employees enjoy equal rights to remuneration and promoting gender pay equality. The Company regularly monitors gender pay gaps to maintain fairness in compensation. Ping An Group respects its employees' right to rest and vacation, ensuring that all employees are entitled to statutory paid annual leave and receive corresponding wages during such periods.
- The Company strictly complies with national laws, regulations, and local government requirements to protect the lawful rights and interests of every employee, striving to create a just, harmonious, and healthy work atmosphere. The Company organizes work and rest schedules in accordance with legal and regulatory requirements, including standard working hours, rest periods, statutory holidays, annual leave, wedding leave, prenatal examination and rest leave, maternity/paternity leave, breastfeeding leave, childcare leave, sick leave, as well as special leaves such as blood donation leave, public welfare leave, and examination leave for specific positions. Ping An Group discourages overtime work unless absolutely necessary, in which case it will be executed in compliance with national and local laws and regulations.

- Ping An provides channels for employees to express their opinions and concerns. Employees can anonymously or namely express their opinions to the Company through various channels, including communicating with their superiors, communicating with the human resources department or labor unions, emails, and others, including confidential whistleblowing hotline and email support. The Company makes these channels available to all employees, and ensures that all employees are informed of relevant information and developments through announcements, training, and other methods.
- For more information about complaint and whistle-blowing management, please refer to *Business Code of Conduct*.

Freedom of Expression

- Employees have the right to express opinions on any matter regarding the Company, with the intention of benefiting company development. Ping An sets up multiple channels and holds the General Staff Meetings regularly to receive employees' opinions.
- The Company respects employees' legally protected freedom of association and acknowledges their right to establish or join legally recognized trade unions, including participation in union activities and staff representative meetings. The Company does not interfere with employees' freedom to choose their representatives. Trade unions have the right to represent employees in engaging in collective bargaining with the company on an equal footing.

Employee Development

- Ping An arranges high-quality training courses and activities for employees both offline and online and supports all employees in obtaining professional skill certificates. To promote the Company's sustainable development and low-carbon transition, the Company provide training or reskilling to mitigate negative effects of industrial or climate transition changes.
- Ping An continuously uses technology to optimize employees' working methods and improve work efficiency.
- Depending on the various requirements of different positions, Ping An provides flexible working and remote working options for employees, giving them greater work flexibility.

Surveys of Employee Satisfaction and the Company's Organizational Capability

- Ping An organizes annual Group-wide employee satisfaction surveys, and member companies conduct their own surveys on specific aspects such as organizational efficiency and teamwork atmosphere.
- Adjustments and improvements are made according to reasonable views and opinions provided by employees.

Employee Health Care and Convenience

- Ping An creates a healthy working environment for its employees and ensures that the workplace is free of air quality issues or other harmful factors that could affect employees' health.
- The company assesses workplace safety risks, develops and implements safety management programs, and conducts regular safety inspections.
- The company conducts training on occupational health and safety topics, sets up emergency management plans and conducts annual fire safety drills to raise employees' safety awareness.
- All employees are entitled to appropriate medical and insurance coverage, as well as the Employee Assistance Program (EAP)¹.
- Ping An organizes regular medical examinations for employees and invites professional medical teams to interpret the results to employees.
- Employees can conduct online consultation and hospital registration in the health management platform provided by Ping An. Ping An has developed the HR-X platform to provide a series of convenient office services for the employees, including Mobile Punch Clock, Request Leave by One Click, Service Hall, Income Tax Declarations and Self-Service Certificate Application.

¹EAP, known as Employee Assistance Program, covers stress management, occupational mental health, psychological intervention, healthy living and other aspects of integrated services, comprehensively assisting employees to solve their personal issues and to face life and work with a positive mindset.

- Ping An integrates all kinds of resources to provide employees with exclusive employee discounts and caring services.
- Ping An provides lactation rooms and related facilities to support breastfeeding employees.