



Statement on Employee Rights of Lufax Holding Ltd.

This policy is interpreted and revised by Lufax Holding Ltd and will be updated in response to developments in national policies, regulatory requirements and industry practice in due course.

Definition

The “employee” stated in this Statement refers to all full-time employees who have signed a formal employment/labour contract with Lufax Holding Ltd. and its member companies (hereinafter referred to as “Lufax” or “the Company”).

Commitment

The Company strictly abides by the *Labour Law of the People’s Republic of China* as well as other laws and regulations, adheres to the people-oriented principle, and protects the legitimate rights and interests of all employees¹.

Anti-Discrimination, Equality and Diversity

- Any discrimination on the basis of gender, appearance, physical or mental impairment, age, marital or maternity status, ethnicity, race, religion, sexual orientation, place of origin, domicile, nationality, party affiliation, educational background, accent and other non-professional competency factor is prohibited in recruiting, on-boarding, training, promotion and rewarding of employees²; the Company adheres to the principles of distribution according to work and equal pay for equal work in accordance with the *Labour Law of the People’s Republic of China*³.
 - The Company promotes a diverse, open, equal, and harassment-free working environment through a variety of activities.
 - The Company conducts training on diversity, equity and inclusion for all employees.
 - The Company provides multiple safe channels for complaints to protect employees’ legitimate rights and interests from being violated.
 - The Company’s labour union safeguards the legitimate rights and interests of all employees. Any individual or group that discriminates

¹ Pursuant to the third paragraph of Article 33 of the *Constitution of the People’s Republic of China*, the state shall respect and protect human rights. The Company respects and accepts the international labour convention, and complies with the country’s concept and governing philosophy of respecting and protecting human rights.

² Pursuant to Article 12 of the *Labour Law of the People’s Republic of China*, labourers shall not be discriminated against in employment, regardless of their ethnic group, race, sex, or religious belief.

³ Pursuant to the first paragraph of Article 46 of the *Labour Law of the People’s Republic of China*, the distribution of wages shall follow the principle of distribution according to work and equal pay for equal work.

against others or violates the relevant regulations will be punished accordingly.

- The Company strives to create a friendly working environment for employees with disabilities.
- The Company has built a multilingual working environment, where employees in certain departments should be able to communicate in English at a basic level with foreign employees. When non-Chinese speaking employees ask for English versions of work information or important documents, we will provide due assistance.
- The Company guarantees employees' basic rights and interests at work, and prohibits forced labour.

Protection of Employees' Rights and Interests

- Attaching great importance to the protection of employees' rights and interests, the Company strictly abides by relevant national laws and regulations while following international requirements where possible.
- The Company pays particular attention to the following issues: care for vulnerable groups⁴, anti-discrimination, bullying and harassment, prohibition of forced labour and child labour⁵, employees' freedom of assembly and association, gender equality⁶ and equal pay for equal work. The Company regularly evaluates and updates issues that are highly relevant to the Company.
- The Company provides channels for employees to express their opinions and concerns. Employees may express their opinions to the Company through communicating with their superiors, the human resources department and labour union, or by sending emails. The Company sets up whistleblowing and feedback channels for all employees, and ensures that all employees are aware of relevant information through announcements, training, and other methods.

⁴ Pursuant to the third paragraph of Article 29 of the *Employment Promotion Law of the People's Republic of China*, no employment unit, when recruiting employees, shall discriminate against disabled persons.

⁵ Pursuant to the first paragraph of Article 2 of the *Provisions on the Prohibition of Using Child Labour*, no government agencies, social organisations, enterprises and institutional entities, civilian operated non-enterprise entities or commercial households may employ minors under 16 years old.

⁶ Pursuant to Article 13 of the *Labour Law of the People's Republic of China*, women shall enjoy equal employment rights to men. With exception of the special types of work or post unsuitable to women as prescribed by the State, no unit may, in employing staff and workers, refuse to employ women by reason of sex or raise the employment standards for women.

- The Company also conducts employee satisfaction surveys based on the reality, and makes improvements accordingly based on employees' reasonable opinions.
- For more information about complaint and whistleblowing management, please refer to the Code of Business Conduct of Lufax Holding Ltd.

Freedom of Expression

- Employees have the right to express opinions on any matters relating to the Company, with the aim of promoting company development. The Company has set up multiple channels and holds the general staff meetings regularly to receive employees' opinions.
- Employees have the right to participate in or establish any social group that complies with national laws and regulations, and the Company shall not interfere.

Employee Development

- The Company continuously arranges offline or online training activities for employees, conducts targeted training plans based on specific positions.
- The Company supports all employees (including part-time and contractors) in obtaining professional qualifications.
- The Company continuously uses technology to optimise employees' working methods and improve work efficiency.
- Depending on the various requirements of different positions, the Company provides flexible working and remote working options for some employees, giving them more work flexibility.

Employee Care and Life Convenience

- The Company creates a healthy working environment for its employees and ensures that the workplace is free from air quality problems or other harmful factors that may affect employees' health.
- 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.

- The Company organises regular medical examinations for employees and invites professional medical teams to interpret the results for employees.
- Employees can use the Company's health management platform for online consultation and hospital registration.
- All employees are entitled to appropriate medical and insurance coverage, as well as the Employee Assistance Programme (EAP)⁷.
- In addition to the basic statutory benefits, the Company also offers a variety of other benefits to all employees, such as holiday cash, birthday allowance, Spring Festival kick-off bonus and annuities.
- In addition to statutory holidays, the Company also offers additional annual leave to employees who have served for certain years.
- The Company 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.
- The Company provides nursing rooms and facilities in the workplace for the convenience of breastfeeding employees.

⁷ The EAP covers stress management, occupational mental health, psychological intervention, healthy living and other aspects, providing comprehensive assistance to help employees solve their personal issues and approach life and work with a positive attitude.