

MINISO Group Holding Limited

Human Rights Policy

I. Objective

MINISO Group Holding Limited (hereinafter referred to as "MINISO" or "we") is committed to respecting and protecting human rights in all business activities, in accordance with internationally recognized human rights standards and norms such as the *Universal Declaration of Human Rights*, the *United Nations Guiding Principles on Business and Human Rights*, the *International Bill of Human Rights* and the *International Labour Organization Declaration on Fundamental Principles and Rights at Work*. To this end, we have developed a human rights policy (hereinafter referred to as the "Policy") to communicate our commitment to all stakeholders.

II. Scope of Application

The Policy applies to all employees (including senior management, full-time, part-time, and outsourced employees) of MINISO and its subsidiaries and affiliates, and covers the entire value chain, including but not limited to suppliers, business partners and other external stakeholders in business relationships.

MINISO encourages and requires all business partners to recognize and abide by the human rights principles and standards in the Policy, and we have the right to take measures such as not awarding new business or terminating existing agreements for suppliers who violate human rights standards.

III. Human Rights Commitments

We solemnly commit to the following:

1. Prohibition of human trafficking and forced labor: Resolutely oppose all forms of human trafficking, slavery and forced labor. All employment relations must be established on the principle of voluntariness. No deposits are collected and no identity documents are withheld, and the right of employees to terminate their employment contracts freely according to law is guaranteed.

2. Prohibit the use of child labor: Strictly abide by the minimum legal working age in the jurisdictions where we operate, and put an end to any form of child labor employment.

3. Anti-discrimination and promotion of equality: Adhering to a zero-tolerance discrimination policy, prohibiting any form of discrimination on the basis of race, color, sex, religion, age, nationality, sexual orientation, disability, trade union membership, political opinion, marital status or family responsibilities, and guaranteeing equal pay for equal work.

4. Respect the freedom of association and the right to collective bargaining: Recognize and respect the right of employees to organize and join trade unions according to law and the right to conduct collective bargaining, and build harmonious labor relations.

5. Prohibition of harassment and violence: A zero-tolerance policy for sexual harassment, verbal harassment, physical harassment, bullying, and violence in the workplace.

6. Protect employees' occupational health and safety: Protect employees' health and safety in accordance with local laws and regulations, provide necessary safety training, and ensure employees use safety equipment and tools to ensure that the workplace meets all applicable safety standards and regulations.

7. Ensure reasonable remuneration and benefits: pay wages and provide benefits to all employees fairly and equitably; ensure that all hourly wages paid meet at least the minimum legal wage or the higher local prevailing industry minimum wage. and pay overtime pay and bonuses as required by law; payment of all legally prescribed benefits, including but not limited to health insurance, work injury insurance, and annual leave, without illegal deductions; communicate verbally or in writing with all employees the wages, benefits, and bonuses they are entitled to under applicable laws and at their workplace.

8. Ensure reasonable working hours: comply with all applicable laws relating to regular working hours, overtime hours and benefits; we provide all employees with documentation on salary, working hours (including overtime hours), wage scale, benefits and any deductions; We provide statutory rest days, public holidays, and paid leave. Employees shall be given at least one rest day every seven days and overtime hours shall not exceed the limits prescribed by national or local laws.

IV. Human Rights Due Diligence Process

MINISO has established and continuously improved a systematic human rights due diligence process to proactively and systematically identify, assess and respond to human rights risks.

1. Scope of risk identification

Our human rights due diligence covers the following areas:

- **Internal operations:** Regularly review potential human rights risks at corporate headquarters, branches, logistics centers and retail outlets.
- **Value chain: Assess the labor practices** and human rights situations of suppliers, franchisees, agents and other partners.
- **New business relationships:** Conduct human rights risk assessment before launching new business relationships such as mergers and acquisitions, joint ventures and cooperation with new suppliers.

2. Periodic review mechanism

Through conducting internal audits, employee satisfaction surveys, supply chain audits and stakeholder feedback, MINISO regularly reviews potential human rights risks and identifies early warning signals in a timely manner.

3. Focus on identifying human rights issues

Human rights due diligence focuses on the following issues: forced labor, human trafficking, child labor, discrimination, restrictions on freedom of association and the right to collective bargaining.

4. Focus on high-risk groups

Human rights due diligence focuses specifically on the following groups that may be exposed to human rights risks: our own employees, female employees, children (including underage child workers), third-party employees (outsourced/dispatched employees).

V. Human Rights Mitigation and Remediation Initiatives

1. Mitigation and preventive measures

- Formulate and implement the *Supplier Code of Conduct* to incorporate human rights requirements into the supplier access and assessment system.
- Regular training on workplace discrimination, harassment and human rights protection for all employees.
- Establish open and confidential complaint and whistle-blowing channels and ensure that whistle-blowers are protected from retaliation.

2. Types of remedies

- Carry out serious investigations into human rights violations and take disciplinary actions such as warnings, demotion and termination of labor contracts according to the circumstances.
- Provide necessary support and assistance to victims, including psychological counseling, legal aid, etc.
- Employees who suffer abuse, violence or other infringements from customers in the course of their work shall be given appropriate compensation in accordance with company policies.
- For verified non-compliant suppliers, disciplinary measures such as rectification within a time limit, suspension of cooperation or termination of contracts will be taken.

3. Mitigation plan coverage

Our human rights mitigation plan covers all premises of our own operations (including headquarters, logistics centers, global directly operated stores, etc.), and makes appropriate adjustments according to local laws, regulations and cultural background to ensure the consistency and effectiveness of human rights standards. At the same time, we encourage and work with suppliers to develop and implement human rights mitigation plans that match their business scale and risks.