

Human Rights Policy of SINA Corporation

Purpose

The Policy is hereby formulated to further promote the human rights management of SINA Corporation.

Principles

The Policy is based on the *Universal Declaration of Human Rights*, the *International Covenant on Economic, Social and Cultural Rights*, the *United Nations Guiding Principles on Business and Human Rights*, and the *ILO Declaration on Fundamental Principles and Rights at Work*.

Scope of Application

The Policy applies to all the employees of Sina/Weibo's subsidiaries or their affiliates in China (hereinafter referred to as the "Company"), including but not limited to full-time employees, interns, outsourcing staff, part-time workers and other types of employees. In addition, partners and suppliers of the Company are required to adhere to the Policy, and are encouraged to develop similar policies.

Contents

Chapter I Definition

Article 1 Human Rights: Human rights are inherent to everyone, regardless of race, gender, sexual orientation, nationality, ethnicity, language, religion or any other status. Human rights include the right to life and liberty, the right to freedom from enslavement and torture, the right to freedom of opinion and expression, the right to work and education, etc. Everyone is entitled to these rights without discrimination of any kind.

Chapter II Human Rights Supervision and Governance

Article 2 The Environmental, Social and Governance Committee ("ESG Committee") is responsible for the supervision and governance of the Company's human rights-related affairs. Its main responsibilities include:

(1) Providing guidance on human rights-related policies for the Company, promoting the implementation of human rights policies, fulfilling the Company's commitment to human rights, and ensuring that everyone enjoys human rights.

(2) Establishing benchmarks for human rights management and supervising the implementation of these benchmarks.

(3) Reporting and communicating on the Company's human rights performance at ESG meetings.

Chapter III Commitment to Human Rights

Article 3 The Company undertakes to respect and protect the human rights of every employee in accordance with the *Universal Declaration of Human Rights*, the *International Covenant on Economic, Social and Cultural Rights*, the *United Nations Guiding Principles on Business and Human Rights*, and the *ILO Declaration on Fundamental Principles and Rights at Work*. The Company stands firmly against human trafficking, forced labor, and child labor of any form, and respects freedom of association; Where there is a labor union, the right to collective bargaining of the labor union will be respected. The Company respects female employees, disabled employees, minority employees and all other employees with different cultures, backgrounds and conditions. All the employees are treated equally and receive equal pay for equal work.

Article 4 The Company undertakes to pay wages, social insurances and various welfare benefits to employees on time and in full in accordance with national laws and local regulations, pay attention to the physical and mental health of employees, and carry out a variety of employee care activities to help employees maintain a balance between work and life.

Chapter VI Daily Management

Article 5 The Company undertakes and guarantees to provide a work environment in which that all the employees, including but not limited to full-time employees, interns, outsourcing staff, part-time workers, and other type of employees, are treated with respect and dignity.

Article 6 The Company provides a safe and healthy workplace and environment for all the employees, abides by applicable safety codes, eliminates known safety hazards and takes appropriate measures to prevent potential safety hazards. Besides, the Company advocates sound healthy concepts and lifestyles to create a healthy and harmonious work environment and build a healthy company in an all-round way.

Article 7 The Company annually conducts an engagement survey to gauge employees' job satisfaction, identify any work-related problems they may face, and provide suggestions and references for optimizing and improving the Company's management measures.

Article 8 The Company supports freedom of speech and encourages open and honest communication. In addition, the Company offers a range of communication channels for employees

to report problems. These include designated mailboxes and internal communication platforms, etc. A designated person will promptly contact employees to address their concerns and actively seek solutions to disputes. The Company supports and promotes cross-team cooperation and communication, advocates coordination between different departments and teams, and encourages the involvement of both employees and managers in contributing to the development of the Company.

Chapter V Equality and Anti-discrimination

Article 9 The Company provides equal opportunities for everyone in respect of recruitment, employment, training, promotion, salary and benefits, regardless of their race, color, gender, religion, nationality, disability, marital status, retirement status, sexual orientation, gender identity or any other legally protected status, and guarantees that employees enjoy equal dignity, opportunities, and rights within the organizational structure.

(1) The Company is committed to establishing a diverse set of cultural values, with emphasis on respect, equality and inclusiveness, and recognizes employees with different backgrounds and experiences. Talents from various backgrounds and cultures are treated equally in the recruiting process to ensure that all candidates receive fair treatments.

(2) The Company is dedicated to creating an inclusive and relaxed work environment, and promises and ensures that each employee is treated with respect. The Company resolutely eliminates prejudice and discrimination of gender, disability, race, sexual orientation and social background in respect of employment, career development and promotion. The Company encourages employees to actively contribute ideas and insights to the development of the Company in the workplace, and inspires employees to demonstrate and embrace diversity.

Chapter VI Equal Pay

Article 10 The Company guarantees that employees with same position, job responsibility and key performance indicator to receive equal remuneration regardless of gender, age, race, religious belief, nationality or other non-work-related personal characteristics. The Company also provides equal opportunities for all the employees in terms of promotion and training.

Chapter VII Prohibition of Forced Labor and Child Labor

Article 11 Forced labor, slave labor or prison labor by any means are prohibited in the course of any work. All the employees must be recruited on a voluntary basis, and it is forbidden to engage workers involving forced labor or outsource work tasks to these workers.

Article 12 The Company shall not collect work deposits from any employee, or withhold any original identity certificate of any employee, and managements of the Company shall not force any employee to extend working hours, or beat, abuse or physically punish any employee.

Article 13 All the employees have the freedom to resign. A full-time employee who applies for resignation shall submit a resignation application in the Company's system or a written resignation application at least 30 days in advance (at least 3 working days in advance during the probation period). Other workers that apply for resignation shall follow the resignation procedures stipulated in their respective agreements with the Company.

Article 14 The Company shall verify the identity certificates of all kinds of new recruits. Minors under the age of 16 shall not be employed. Employment registration shall be conducted, and related documentation shall be kept properly.

Chapter VIII Guarantee of Freedom of Association and the Right to Collective Bargaining

Article 15 In accordance with the Constitution of the People's Republic of China, all the employees of the Company enjoy freedom of association. However, they shall not harm national or social interests, or infringe upon the lawful rights and interests of others, or engage in activities that endanger national security, impair national interests, or disrupt public order.

Article 16 In accordance with the Trade Union Law of the People's Republic of China, the Labor Law of the People's Republic of China, the Collective Contract Law and other relevant laws and regulations, the Company is committed to conducting amicable dialogue and collective negotiation with trade unions or employee representatives.

Chapter IX Anti-Sexual Harassment

Article 17 The Company maintains a strong stance against any form of sexual harassment, is steadfast in protecting the legitimate rights and interests of employees (including but not limited to full-time employees, outsourcing staff, temporary employees, interns, part-time workers, etc.), and is committed to fostering a mutually respectful and healthy work environment that is free from bias and sexual harassment. The relevant rights and interests of both male and female employees are within the scope of protection.

Chapter X Anti-Harassment

Article 18 The Company opposes all forms of harassment including sexual harassment, is steadfast in protecting the legitimate rights and interests of employees (including but not limited to full-time employees, outsourcing staff, temporary employees, interns, part-time workers, etc.), and is committed to fostering a mutually respectful and healthy work environment that is free from bias and harassment. The relevant rights and interests of both female and male employees are within the scope of protection.

Chapter XI Suppliers and Partners

Article 19 The human rights performance of suppliers and partners will be considered in the qualification review. Suppliers and partners are required to:

- (1) Oppose and not engage in human trafficking, forced labor, and child labor of any form.
- (2) Respect the freedom of association and the right of employees to freely choose to join legal associations and trade unions.
- (3) Provide a safe and healthy workplace and environment for all the employees, and abide by applicable safety codes.
- (4) Comply with labor-related laws and regulations and the minimum wages, working hours, social security and other legal provisions stipulated therein.
- (5) The Company reserves the right to terminate cooperation with a supplier who violates regulations or infringes upon human rights.

Chapter XII Complaints and Reports

Article 20 The Company strongly recommends that employees or witnesses who encounter violations of These Regulations to promptly seek help from or report to the Company. Employees or witnesses can seek help from their superiors, the HRBP and the trade union. The contact information of the trade union leader is sinagh@staff.sina.com.

Article 21 All complaints will be carefully, thoroughly, promptly and impartially investigated, and corrective measures will be taken promptly as appropriate. The Company will take effective measures to protect the personal privacy of the involved workers.

Article 22 No one shall retaliate against any person (whether an employee of the Company or not) who reports human rights issues, in any form, including threats, intimidation, demotion, unreasonable work arrangements, devaluation of work performance or termination of employment. For any employee who retaliates, the Company has the right to take disciplinary measures including termination of employment or other contractual relationships.

Chapter XIII Supplementary Provisions

Article 23 The operation team of the Human Resources Department is responsible for preparing the Policy, which shall be implemented after being approved by the Vice President of Human Resources of SINA Corporation. If the previously implemented policies are inconsistent with the Policy, the Policy shall prevail.

Article 24 The operation team of the Human Resources Department is responsible for supervising the implementation of the Policy and has the right to final interpretation.

Article 25 Unless otherwise specified by the Company, any exceptional circumstances beyond the scope of the Policy shall be subject to the approval by the vice president of human resources of SINA Corporation.