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 human rights management indicators and monitoring their achievement.

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

Chapter III Commitment to Human Rights

Article 3 The Company commits to respecting and protecting 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 firmly opposes human trafficking, forced labor and child labor in any form and respects freedom of association. Where a trade union exists, the Company respects its right to collective bargaining. The Company respects female employees, employees with disabilities, ethnic minority employees and all other employees of different cultures, backgrounds and circumstances. All employees are treated equally and receive equal pay for equal work.

Article 4 The Company undertakes to pay employees their wages and annual leave pay on time and in full, provide annual leave, and make social insurance contributions in accordance with national laws and relevant local government regulations. The Company provides various employee benefits. In addition to statutory benefits, it provides lunch allowances, special-position allowances and commercial medical insurance, as well as various forms of special financial assistance, including caring fund, relief fund and condolence fund for those needy, seriously ill and deceased employees. The Company also pays attention to employees' physical and mental health, carries out a wide range of employee care activities, and offers flexible working hours and working-from-home arrangements to help employees achieve work-life balance.

Chapter IV Daily Management

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

Article 6 The Company provides a safe and healthy workplace and environment for all employees, complies with applicable safety standards, eliminates safety hazards and takes appropriate measures to prevent potential safety hazards. At the same time, the Company promotes sound health awareness and healthy lifestyles, creates a healthy and harmonious work environment, and comprehensively advances the development of a healthy enterprise.

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 expression and encourages open and candid communication. It also provides multiple communication channels through which employees may raise concerns, including designated email addresses and internal communication platforms. Responsible personnel will promptly contact employees and actively seek solutions to disputes. The Company supports and promotes cross-team cooperation and communication, encourages cross-

boundary collaboration between departments and teams, and encourages employees and managers to jointly participate in the Company's development.

Article 9 The Company provides tailored training and reskilling opportunities for employees affected by industrial upgrading, technological change or the climate transition. By strengthening career development support and reskilling training, the Company seeks to mitigate the impacts of transition and help employees adapt smoothly to new job requirements and employment environments.

Article 10 Before implementing any large-scale layoff, the Company shall establish a minimum consultation or notice period to ensure that affected employees have sufficient time to prepare for a career transition or seek new employment opportunities. The Company also requires all partners and suppliers to comply with the same standard.

Chapter V Equality and Anti-discrimination

Article 11 The Company provides equal opportunities for every employee in recruitment, employment, training, promotion, remuneration and benefits, regardless of race, color, gender, religion, nationality, disability, marital status, veteran status, sexual orientation, gender identity or any other legally protected status, and ensures equality of dignity, opportunity and rights within the organization.

(1) The Company is committed to building a diverse workplace culture that emphasizes respect, equality and inclusion and recognizes employees with different backgrounds and experiences. During recruitment, candidates from different backgrounds and cultures are treated equally to ensure that all candidates receive fair treatment.

(2) The Company is committed to creating an inclusive and open work environment and ensuring that everyone in it is treated with respect. It firmly eliminates prejudice and discrimination based on gender, disability, race, sexual orientation or social background in employment, career development and promotion. In the workplace, employees are encouraged to actively contribute ideas to the Company's development, demonstrate diversity and embrace diversity.

Chapter VI Equal Pay

Article 12 The Company ensures that employees in the same position, performing the same work and achieving the same performance receive equal remuneration, regardless of gender, age, race, religious belief, nationality or other personal characteristics unrelated to work. The Company regularly monitors the gender pay gap to ensure that all employees receive equal pay for the same work or work of equal value. The Company also provides all employees with equal opportunities for promotion and training.

Article 13 The Company undertakes to pay all employees wages sufficient to cover basic living needs, including necessary expenses for food, housing, clothing, medical care, transportation and education. Such wages shall exceed the statutory minimum wage. The Company will continue to monitor market conditions and adjust pay levels as appropriate to ensure that they remain sufficient to meet employees' basic living needs.

Article 14 The Company strictly complies with the provisions of the *Labor Law of the People's Republic of China* regarding standard working hours and statutory maximum working hours and is committed to minimizing excessive working hours and overtime.

Chapter VII Prohibition of Forced Labor and Child Labor

Article 15 The use of forced labor, prison labor or slave labor is prohibited in any work process. All employees must enter employment voluntarily. The Company shall not employ workers subjected to forced labor or outsource work to such workers.

Article 16 The Company shall not collect any employment deposit from an employee or retain any employee's original identity document. Company management shall not force employees to extend their working hours or verbally abuse, beat or physically punish them.

Article 17 All employees have the freedom to resign. A full-time employee who wishes to resign shall submit a resignation application through the Company's system or in writing at least 30 days in advance, or at least three working days in advance during the probationary period. Other personnel shall follow the provisions of their agreements with the Company when applying to resign.

Article 18 The Company shall verify the identity documents of all new hires. No person under the age of 16 shall be employed, and employment records and related documents shall be properly maintained.

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

Article 19 In accordance with the Constitution of the People's Republic of China, all employees of the Company enjoy freedom of association. However, they shall not harm the interests of the state or society, 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 20 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, employees and their representatives have the right to communicate openly with management about working conditions and management practices without fear of discrimination, retaliation, threats or harassment.

Chapter IX Anti-Sexual Harassment

Article 21 The Company firmly opposes any form of sexual harassment, protects the legitimate rights and interests of employees, including but not limited to full-time employees, outsourcing staff, dispatched employees, interns and part-time workers, and is committed to creating a mutually respectful and healthy work environment free from bias and sexual harassment. The relevant rights and interests of male employees are also protected.

Chapter X Anti-Harassment

Article 22 The Company also opposes all forms of harassment other than sexual harassment, protects the legitimate rights and interests of employees, including but not limited to full-time employees, outsourcing staff, dispatched employees, interns and part-time workers, and is committed to creating a mutually respectful and healthy work environment free from bias and harassment. The relevant rights and interests of both female and male employees are protected.

Chapter XI Suppliers and Partners

Article 23 The human rights performance of suppliers and partners will be taken into consideration during qualification reviews. The Company requires suppliers and partners to:

(1) Oppose and refrain from participating in human trafficking, forced labor or child labor in any form.

(2) Respect freedom of association and employees' right to freely choose whether to join lawful associations and trade unions.

(3) Provide a safe and healthy workplace and environment for all employees and comply with applicable safety standards.

(4) Comply with labor-related laws and regulations, including statutory requirements on minimum wages, working hours and social security.

(5) The Company reserves the right to terminate cooperation if a supplier violates regulations or infringes human rights.

Chapter XII Complaints and Reports

Article 24 The Company strongly recommends that any employee or witness who encounters conduct in violation of the Policy promptly seek assistance from or report the matter to the Company. Employees and witnesses may seek assistance from their supervisors, HRBP or the trade union. The contact email for the trade union representative is sinagh@staff.sina.com.

Article 25 All complaints will be investigated seriously, thoroughly, promptly and impartially, and corrective measures will be taken swiftly as appropriate. The Company will take effective measures to protect the personal privacy of the persons concerned.

Article 26 No one shall retaliate in any form against any person, whether or not a Company employee, who reports a human rights issue. Prohibited retaliation includes threats, intimidation, demotion, unreasonable work arrangements, unfairly downgrading work performance or terminating

an employment relationship. The Company may take disciplinary action against any employee who retaliates, including termination of employment or any other engagement relationship.

Chapter XIII Supplementary Provisions

Article 27 The Operations Team of the Human Resources Department is responsible for preparing the Policy, which shall take effect upon approval by the Vice President of Human Resources of SINA Corporation. If any previously implemented policy is inconsistent with the Policy, the Policy shall prevail.

Article 28 The Operations Team of the Human Resources Department is responsible for supervising the implementation of the Policy and has the right of final interpretation.

Article 29 Unless otherwise provided by the Company, any exceptional circumstance not covered by the Policy shall require the approval of the Vice President of Human Resources of SINA Corporation.