

Supplier Code of Conduct

Meituan is committed to sharing our ESG concept in the supply chain, purchasing and providing products and services in a manner that respects human rights, protects the environment, and aligns with business ethics. Throughout the process of supplier sourcing, admission, performance, and evaluation, we focus on the ESG performance of suppliers and continuously identify supply chain risks. We require our suppliers to comply with all applicable local and national laws and regulations in all business activities and encourage them to draw on internationally recognized industry standards and best practices to improve their ESG management continuously. This Code applies to all centralized procurement activities (procurement activities supervised by the Procurement Management Department of Meituan Corporate Affairs Platform) of Meituan and its subsidiaries and affiliated companies. All centralized procurement suppliers of Meituan shall abide by this Code.

1. Labor Standards

1.1 Freely Chosen Employment

Suppliers must ensure that all employees are employed on a voluntary basis. Suppliers must not employ any form of slave labor, forced labor, bonded labor, indentured labor, or prison labor. Suppliers must not restrict employees' freedom of movement, retain employees' identity documents, or engage in human trafficking. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction, or fraud for labor or services. Employees must not be required to mortgage their identity documents or pay any deposits, recruitment fees, or any other fees to their employers or agents.

1.2 Child Labor and Young Employees

Suppliers must comply with all applicable local and national laws and regulations relating to minimum working age and not use child labor. Employees under the age of 18 must not perform work that may jeopardize their health or safety. Suppliers must ensure proper protections for student employees and apprentices in accordance with applicable laws and regulations.

1.3 Working Hours

Suppliers must comply with all applicable local and national laws and regulations relating to working hours and breaks. All overtime must be voluntary, and working hours must not exceed the legal limits.

1.4 Wages and Benefits

Suppliers must ensure that the compensation paid to employees complies with all applicable local and national wage laws, including those relating to minimum wages, overtime hours, and legally mandated benefits. Suppliers must pay wages to their employees in full and on time and provide overtime pay in accordance with the requirements of laws and regulations. Employees must be provided with understandable wage statements.

1.5 Occupational Health and Safety

1.5.1 Working Conditions: Suppliers must obtain, maintain, and keep up to date all required health and safety permits, and must comply with the requirements of those permits and relevant laws and regulations. Suppliers must have health and safety management systems and standards aimed at reducing work-related injuries and diseases, provide regular safety training to employees, monitor health and safety risks, and take necessary risk prevention and control measures. For example, regularly maintain production equipment, evaluate and solve potential safety hazards; continuously identify and assess the impact of high-intensity physical labor on employees, provide necessary rest time; provide necessary protective measures for employees exposed to hazardous substances at the workplace, etc.

1.5.2 Living Conditions: Suppliers must provide employees with safe, sanitary living conditions in all supplier-controlled environments, including clean toilet facilities, safe drinking water, employee dormitories, etc.

1.5.3 Emergency Preparedness: Potential emergencies and events are to be identified, including natural disasters and safety accidents. Suppliers must have emergency plans and response procedures and provide training to employees to protect their health and property.

1.5.4 Occupational Injuries and Diseases: Suppliers are required to establish and implement programs to prevent and manage occupational injuries and diseases, provide necessary medical treatment and assistance to employees, and facilitate their return to work.

1.6 No Discrimination, Harassment, or Abuse

Suppliers must commit to providing employees with a workplace free from harassment and discrimination. Suppliers must not discriminate or engage in harassment based on race, color, age, gender, sexual orientation, disability, pregnancy, religion, political affiliation, membership in an organization, or marital status in employment practices. Suppliers must not treat employees inhumanely and must not participate in or tolerate acts of violence, abuse, coercion, etc.

1.7 Freedom of Association and Labor Communication

In conformance with all applicable local and national laws and regulations, suppliers must respect the rights of all employees to join trade unions of their will, to bargain collectively, and to engage in peaceful assembly. Suppliers must establish channels for communication between the company and its employees or their representatives and hold regular engagement sessions.

2. Environment

2.1 Environmental Permits

Suppliers must obtain, maintain and keep current all necessary environmental permits (e.g., discharge monitoring), approvals, and registrations and follow applicable operational and reporting requirements.

2.2 Greenhouse Gas Emissions and Energy Consumption

Suppliers are encouraged to explore energy alternatives, gradually increase the use of clean energy, and reduce traditional energy consumption and greenhouse gas emissions.

2.3 Pollution Prevention and Wastes Management

Suppliers must comply with all applicable local and national laws and regulations on pollutants, including rules for production, transportation, storage, disposal, and release into the environment. Suppliers must minimize or eliminate the generation and discharge of pollutants such as wastewater, emissions, and solid waste from the source and conduct real-time monitoring and effective control of environmental pollution caused during production and operation.

2.4 Resource Efficiency

Suppliers are encouraged to analyze the resource consumption in each production process and enhance resource efficiency through process and technological optimization. The prioritized use of green materials, such as reusable or recyclable materials, should be promoted to minimize resource waste.

2.5 Biodiversity, Forest Conservation, and Land Protection

Suppliers are encouraged to consider the impact of their operations on the environment and take measures to protect forests, natural habitats, biodiversity, and soil.

3. Business Ethics

3.1 Anti-Corruption and Conflict of Interest

Suppliers must comply with all applicable local and national anti-corruption laws and regulations, and refrain from engaging in bribery, corruption, private agreements, extortion, instigation, and money laundering. They must not offer, promise, pay, or solicit money and other benefits. Suppliers can report corruption issues related to business cooperation through the supplier questionnaire in Meituan procurement system. Suppliers must have a program to protect upstream suppliers and employee whistleblowers from retaliation for reporting improper conduct and to keep their information confidential.

3.2 Anti-Unfair Competition

Suppliers must comply with all applicable local and national laws and regulations regarding fair competition, anti-monopoly, and trade. They must not engage in business practices that violate applicable laws or principles.

3.3 Information Security and Privacy Protection

Suppliers must establish information security protection systems or comply with Meituan's relevant regulations for suppliers. Suppliers must take reasonable steps to protect the information of entities they interact with, including suppliers, customers, consumers, and employees. When collecting, storing, processing, transmitting, and sharing personal information, suppliers must comply with privacy and information security laws and regulations.

4. Collaborative Development of the Supply Chain

Suppliers should establish a management system that encompasses the content of this Code and continuously improve and enhance it based on regular ESG risk assessments. Suppliers should develop training programs for management and employees to enhance ESG capabilities and awareness, meet the requirements of applicable laws and regulations, and implement relevant codes of conduct, policies, and performance objectives. Suppliers are encouraged to cascade the requirements of this Code to upstream suppliers.

5. Inspection Mechanism

Suppliers should maintain the necessary documentation to demonstrate compliance with relevant laws, regulations, and the requirements of this Code. Meituan has implemented regular supplier assessments and third-party on-site inspections to assess and verify the risks associated with important suppliers, thereby mitigating supplier-related environmental and social risks.

We will review this Code periodically, at least once a year.

Meituan reserves the right to interpret this Code.