olicy Statement of Human Rights

The Company clea rl y recogni zes that human r ights issue s are crucial for sta keholders such as

our em pl oyees, customers, suppli er s, comm unities wher e we oper ate, and civil soci et y gr oups.

The Company strictly abi des by and impl ements the domesti c laws an d regul ations such as

Constituti on of the Peopl e’s Republ ic of Chi na, Labor Law of the People’s Republi c of China,

Labor Cont ract Law of t he Peopl e’ s Republic of China, Law of t he People’s Republic of China

on the Protection of Wom en’s Right s and I nterests, Empl oyment Pr om otion Law of the

People’s Republic of China, Law of the People’s Republic of China on the Protection of Minors,

Tra de Union Law of the Peopl e’ s Republ i c of Chi na, Provi sions on the Prohi bition of Using

Child Labor, Special Provisions on Labor Protection of Female Employees, and laws and

regulations concerning human rights issues of our overseas operation sites. In addition, the

Company implements UN conventions and declarations such as the Universal Declaration of

Human Rights, Declaration on the Protection of Human Rights, the United Nations Declaration

on the Elimination of All Forms of Racial Discrimination, ILO Declaration on Fundamental

Principles and Rights at Work, Convention concerning Minimum Age for Admission to

Em ployment, Empl oyment Policy Convention, Di scrim i nati on (Empl oyment and Occupation)

Conventi on, Conventi on concerni ng Equal Rem unerat i on for Men and W omen Worker s for

Wor k of Equal Value. Concerni ng t he af oremen ti oned laws and reg ulations, t he Company has

developed the Policy Statement of Human Ri ght s aim ed at defining the commi tment s and

res ponsibil it ies of the Company and it s af fil iated com panies, s uppliers, and other par t ner s

regar ding human rights iss ues.

1. Prohib it ion of f or ced or com pulsory labor

he Com pany pr ohibits t he expl oi tation of labor benefits and the for ci ng of em ployees to wor k

under punishm ent and t hr eat s. Al l em ployee s hir ed by the Company m ust be on a v oluntary

bas is, and no coercive behavior i s all owed. We will n ot use decepti on t o l ure em ployees to

wor k. At the sam e tim e, the Com pany i s not al lowed to coll ect deposits or seize thei r ID cards

and other l egal pr oof document s to for ci bl y use l abor against the wishes of employ ees.

2. Prohib it ion of usi ng child l abor

The Company prom i ses t o pr ohibit the use of chil d l abor at all stages of ser vi ce provision.

“Child labor” refers t o the per sons who ar e under the age of 16, or under the age of com pl eting

com pulsory education, or the persons who ar e em ployed under t he m inim um employm ent age

spe ci fied by the st ate (chil d labor if meeti ng any of these crit er ia) . Al l em pl oyees under t he age

of 18 shal l not engage in the wor k t hat is li kely to endanger t he health or safet y of t he m i nors.

For ov er s eas em pl oyment , t he def inition of chil d labor is bas ed on the laws of each project

country.

3. Respect employment diversity and oppose discrimination

The Company promises to provide fair and reasonable job opportunities. When making

decisions on employment, compensation, training, promotion, demotion, or retirement,

dec isions are made based on individual work abilities and needs, rather than factors suc h as

race, nationality, religion, disability, social class, sexual orientation, union membership, and

government relations. The Company advocates for a diverse and inclusive workforce and work

envir onment . Senior management is r es ponsibl e for the diversi ty of our employees and

reg ul arly provi des tr ai ning on diversit y, incl usi ve work envir onment, and anti dis criminat ion

to all employees.

The Company holds a "zer o tolerance" attitude towar ds discri minat ion an d promi ses that

em pl oyees will not be subjected t o illegal discr imination. We will not f or ce em ployees or

pot ential employees t o undergo dis criminat or y m edical exami nations, and allow e mployees or

ot her part ies t o repor t violati ons via dedicated r eporting channel s . Pers onnel who vi olate

relevant regul ations will b e subject t o inter nal puni shment by the Company, and the involved

uni ts may be ordered to make correct i ons (and m ay also be fined) by the Labor and Social

Security Admi nistrative Department, an d an explana ti on of the rectifi ca ti on plan shoul d be

pr ovided, and i f damage i s ca used t o t he parties, they shall bear the l i abil ity for compensation .

4. Freedom of association

Open and direct communica t ion betwee n em pl oyees and m anagem ent is one of the effecti ve

ways to address workplace and salar y issues. The Company is committed to respecting the

right s of empl oyees i n accordance wit h t he law, incl uding fr eedom of as sociation, par ticipat ion

or non partici pation in t rade unions, seeking repr esentation, and parti ci pating in employee

representat ive conferences. Empl oyees shoul d be able to openly comm uni cate with

management on work con di tions and management issues wit hout worrying about ret ali ation,

thr eats, or haras sm ent.

5. Prohib it ion of hum an trafficking

The Company strictly prohibits all forms of human trafficking, including the recruitment,

transportation, transfer, harboring or receipt of persons for the purpose of exploitation. The

Company is preventing human trafficking risks across its operations and value chain, and

prohibits the use of coercion, deception or abuse of power to exploit labor. Through due

diligence, supply chain management and monitoring mechanisms, the Company identifies and

addresses related risks. Any violations identified will be h andled in accordance with applicable

laws and Company policies.

6. Supplementary provi si ons

The Com pany wil l revise t hi s Poli cy Statem ent annually bas ed on changes in the laws, rel evant

in ter national conventions, and f act ual cir cumstances of the host country to ensure the effective

im pl ementat i on of t hi s s ystem. The Company has devel oped monit or i ng proce dur es, regul arly

che cked t he effecti veness of the Company's managemen t of hum an rights iss ues accor di ng to

this Poli cy Statem ent, and f ormulated hum an rights related targets ever y year, and const antly

im pr oved the Company's hum an r ights mana gement abili t y ac cor ding to t he t argets.

In a ddition to our own business operat i ons, t he Com pany wi l l ident if y potential hum an rig ht s

iss ues through onl i ne or offline audits i n the upstream and downs tr eam val ue chains, as well as

in t he pr ocess of new busi ness expansion (m ergers and acqui si tions, joint ventures), coveri ng

m ult iple i ssues such as f or ced l abor, chil d labor , freedom of associa ti on, collect ive bar gaining,

equal pay for equal work, and di scriminat ion. This ident ification is conduct ed regul arly ever y

yea r or as neede d in the early stages of new busi ness expansi on and s upplier inclusi on.