A fair, respectful, and inclusive work environment is advocated. The Company firmly opposes any form of discrimination or harassment and prohibits discrimination or harassment based on differences in gender, age, race, ethnicity, religion, social status, physical health, sexual orientation, etc. The Company strongly opposes workplace harassment and protects employees from sexual harassment, behavioral harassment, cyber harassment, or any other discriminatory or harassing behavior.

The Company regularly conducts training for all employees on anti-discrimination and anti-harassment in the workplace and establishes corresponding reporting and handling procedures. Individuals engaged in discrimination or harassment will be dealt with seriously. If suspected criminal offenses are involved, the case will be transferred to judicial authorities.

B. Prohibition of Child Labor and Forced Labor

Recruitment must comply with relevant laws and regulations of the country or region where it takes place. Employment contracts and conditions must be clearly communicated in a language understandable to employees, ensuring that labor participation is based on informed consent, voluntariness, and fairness. Any form of forced or compulsory labor is prohibited. The Company shall not transport, harbor, recruit, transfer, receive, or employ individuals through violence, coercion, restriction of personal freedom, confiscation of documents, threats, or other means.

The Company firmly opposes all forms of modern slavery, debt bondage, human trafficking, and other practices, including slave labor, prison labor, indentured or bonded labor.

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The Regulations on the Prohibition of Child Labor are strictly implemented. The employment of child labor (defined as laborers under the age of 16) is strictly prohibited in any business or supply chain activities. Employees under the age of 18 are not assigned work that may endanger their health or safety.

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In reference to human rights-related provisions in the Responsible Business Alliance (RBA) Code of Conduct, the United Nations Universal Declaration of Human Rights, and other standards and regulations. The Company respects and protects human rights, making every effort to identify, mitigate, and prevent human rights risks within the enterprise and its supply chain.

RBA

C. Working Conditions and Social Security

The Company strictly complies with the requirements of laws and regulations such as the Labor Law of the People’s Republic of China, the Labor Contract Law of the People’s Republic of China, and the Minors Protection Law of the People’s Republic of China, fully safeguarding employees' legitimate rights and interests in recruitment, promotion,

The Company emphasizes the cultivation of managerial and technical talent, establishing an online learning platform accessible to all employees. Leadership and skill development are incorporated into annual training plans, providing training content tailored to employees at different levels to enhance their workplace competitiveness.

Based on the Company’s business characteristics and job requirements, diversified career development paths are designed, implementing a dual-track system combining job positions and professional ranks. Internal competitions, job rotations, and talent exchanges are utilized to provide employees with career development opportunities and space for self-realization.

References

[1] United Nations Sustainable Development Goals (SDGs)

SDGs

[2] International Labour Organization (ILO) Core Conventions, United Nations Global