

Longshine Technology Group Co., Ltd.

Human Rights Protection Policy

To further advance the management of human rights at Longshine Technology Group Co., Ltd. (hereinafter referred to as “the Company” or “Longshine Group”), this Policy is hereby established.

Principles

This Policy is based on the principles set forth in the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, the UN Guiding Principles on Business and Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work.

Scope of Application

This Policy applies to all employees of Longshine Technology Group's subsidiaries or affiliated companies (hereinafter referred to as “the Company”), including but not limited to full-time employees, interns, outsourced staff, part-time personnel, and other types of personnel. Furthermore, we require the Company’ s partners and suppliers to comply with this policy and encourage them to establish similar policies.

Main Content

Human rights are the inherent rights of all people, regardless of race, gender, sexual orientation, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights without discrimination.

Longshine Technology Group Co., Ltd. (hereinafter referred to as “the Company”) deeply recognizes the importance of human rights protection. Upholding the concept of respecting and safeguarding human rights, the Company is committed to practicing the principles of human rights protection in all aspects of its operations, ensuring the fundamental human rights of employees, suppliers, partners, and other relevant parties are fully respected and protected.

I. Human Rights Supervision and Governance

- a. Human rights-related matters of the Company are supervised and governed by the Group Management Committee. Its main responsibilities include:
- b. Providing guidance on human rights policies for the Company, promoting the implementation of human rights-related policies, fulfilling the Company's commitments to human rights, and ensuring everyone enjoys human rights.
- c. Setting human rights management indicators and supervising their achievement.
- d. Reporting and communicating on the Company's human rights performance during ESG meetings.

II. Commitment to Human Rights

- a. The Company adheres to the principles established in the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, the UN Guiding Principles on Business and Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work, respecting and protecting the fundamental human rights of all employees.
- b. We firmly prohibit human trafficking, forced labor, and child labor, and respect employees' freedom of association. For organizations where trade unions exist, the Company guarantees employees' rights to freedom of association and collective bargaining according to law, and is committed to promoting equal dialogue and consultation between labor and management.

- c. The Company treats all employees equally, including female employees, employees with disabilities, employees from ethnic minorities, and employees from different cultural backgrounds or conditions, strictly implementing the principle of equal pay for equal work.
- d. The Company strictly complies with national laws, regulations, and relevant local government provisions to ensure timely and full payment of wages, full contribution to social insurance, and provision of various welfare benefits according to law. We care about employees' physical and mental health, organize diverse care activities, and help employees achieve work-life balance.
- e. The Company commits to extending the application of its human rights protection policy to its own operations, suppliers, and partners, actively promoting the practice of human rights protection throughout the entire industry chain.

III. Daily Management

- a. The Company is committed to creating and maintaining a work environment that respects all employees, ensuring every member, regardless of their status (e.g., full-time employee, intern, outsourced staff, part-time personnel, or other possible types), is treated with dignity.
- b. The Company provides all employees with a safe and healthy workplace, strictly adheres to relevant safety standards, proactively identifies and eliminates existing hazards, and takes preventive measures to avoid potential risks. We actively promote healthy concepts and lifestyles, strive to build a healthy and harmonious work atmosphere, and comprehensively advance the construction of a healthy enterprise.
- c. The Company or various business units conduct annual surveys on engagement and overtime, aiming to understand employee satisfaction and work pain points. The information collected provides an important reference for optimizing and improving management measures.

- d. The Company advocates an open and transparent communication culture and has established diverse communication channels (such as dedicated email, internal forums, etc.). Employees can provide feedback at any time, and responsible personnel will respond promptly and actively seek solutions. We strongly support and promote communication and collaboration across teams and departments, encouraging employees and management to participate together in the Company's development.

IV. Equality and Non-Discrimination

- a. The Company ensures equal opportunities for every employee in all aspects, including recruitment, employment, training, promotion, and compensation benefits. Employees shall not be treated differently based on race, color, gender, religion, nationality, disability status, marital status, veteran status, sexual orientation, gender identity, or any other legally protected status. The Company is committed to maintaining equality of personality, opportunity, and rights within the organization.
- b. The Company continuously builds a diverse culture centered on respect, equality, and inclusion, valuing the diversity of employees' backgrounds and experiences. During the recruitment process, we evaluate candidates from all backgrounds and cultures equally, ensuring every applicant receives fair and unbiased treatment.
- c. The Company is committed to creating an inclusive and supportive work atmosphere, ensuring every member is respected. We firmly eliminate biases and discrimination in employment, career development, and promotion based on factors such as gender, disability, race, sexual orientation, or social background. We encourage employees to actively contribute ideas for the Company's development, value and promote diversity in the workplace, and foster an inclusive and 多元 (diverse) culture.

V. Equal Remuneration and Employee Rights

- a. The Company guarantees equal pay for employees in the same position, with the same work content, and the same work performance, regardless of their gender, age, race, religious belief, nationality, or other non-job-related personal characteristics. Simultaneously, the Company provides equal promotion and training opportunities for all employees.
- b. The Company is committed to enabling employees to live a life of dignity in their work location. The actual wage of employees shall not be lower than the living wage level in the work location (according to ILO guidelines), assessed and adjusted annually. Meanwhile, living wage clauses are explicitly included in supplier contracts and incorporated into the scope of supply chain social responsibility audits.
- c. The Company links employee income to corporate performance, sharing profit growth, and using cost control rewards for salary increases. It links compensation to employee capability improvement, adjusting salaries through skill certification raises and job promotions.
- d. The Company fully guarantees the implementation of employee working hours. The monthly working hours of full-time employees shall not be lower than the statutory guaranteed hours corresponding to the local minimum wage standard. For flexible positions, a working hour adjustment mechanism is provided to ensure the stability of employees' basic income.
- e. The Company contributes the Five Social Insurances and One Housing Fund for all employees, and purchases commercial insurance such as supplementary medical insurance for all employees. Based on the Five Social Insurances and One Housing Fund, the Company further increases the medical reimbursement ratio and expands the coverage. Additionally, the Company provides all employees with paid annual leave, parental leave, nursing leave, and other benefits annually to help employees get adequate rest.

VI. Forced Labor and Child Labor

- a. The use of forced labor, prison labor, or slave labor in the work process is strictly prohibited. All employees must join voluntarily. The Company prohibits employing forced laborers and prohibits outsourcing tasks to any form of forced labor.
- b. The Company legally prohibits charging employees deposits for work or withholding their original identity documents. Managers are strictly prohibited from forcing employees to work overtime or engaging in improper behaviors such as corporal punishment or verbal abuse.
- c. All employees have the freedom to resign. Formal employees applying for resignation must submit their resignation application through the company system at least thirty days in advance (at least three working days during the probation period). The resignation procedures for other categories of personnel should follow the agreements signed with the Company.
- d. In the event of large-scale layoffs by the Company, or if an employee is unable to perform their original work or the objective circumstances on which the labor contract was based have significantly changed, making the contract impossible to perform, the Company will notify the employee in writing thirty days in advance.
- e. The Company verifies the identity documents of all incoming personnel. Employing minors under the age of 16 is strictly prohibited, and complete recruitment records and related verification materials must be kept.
- f. Strictly comply with national labor laws and regulations, while considering actual business needs, to establish a rest and overtime management mechanism that balances compliance and flexibility: Strictly implement the legal standard of at least one rest day per week; in principle, overtime is not arranged in daily work; if overtime is necessary due to temporary tasks, daily overtime should be controlled within 1-3 hours, and requires prior consensus through consultation with the individual employee; for special circumstances such as business peak seasons and urgent projects, establish a standardized overtime control

mechanism under the premise of protecting employee health to safeguard their basic well-being.

VII. Guaranteeing Freedom of Association and Collective Bargaining Rights

- g. Employees of the Company enjoy the freedom of association granted by the Constitution of the People's Republic of China. The exercise of this right must comply with national laws and regulations, must not harm national or social interests or the lawful rights and interests of others, and participation in activities endangering national security, national interests, or disrupting social order is strictly prohibited.
- h. In accordance with relevant laws and regulations such as the Trade Union Law of the People's Republic of China, the Labor Law of the People's Republic of China, and the Collective Contract Law, the Company is committed to establishing friendly dialogue mechanisms with trade unions or employee representatives and actively conducting collective consultations.

VIII. Anti-Harassment

- a. The Company strictly prohibits any form of sexual harassment and firmly safeguards the legitimate rights and interests of all employees (covering full-time employees, outsourced staff, dispatched workers, interns, part-time personnel, etc.). We are committed to creating a work environment of mutual respect, health, without bias, and free from sexual harassment. This Policy equally protects the legitimate rights and interests of male employees.
- b. The Company also prohibits all other forms of harassment besides sexual harassment, firmly safeguarding the legitimate rights and interests of all employees. We continuously strive to build a mutually respectful, healthy, unbiased, and harassment-free work environment, maintaining a "zero-tolerance" attitude towards any harassment or discriminatory behavior,

and punishing perpetrators according to the severity of the circumstances. The legitimate rights and interests of both female and male employees are equally protected.

- c. The Company establishes open and transparent reporting channels (available through official company platforms, phone, or reporting to direct supervisors), providing appeal methods for employees who are victims of harassment, discrimination, or other misconduct. The Company strictly maintains confidentiality for whistleblowers and victims, and discloses the perpetrator's behavior and handling measures based on the situation.

IX. Suppliers and Partners

- a. The human rights performance of suppliers and partners will be incorporated into their qualification assessment system. We require them to:
- b. Prohibit Forced Labor and Child Labor: Strictly prohibit participation in human trafficking, implementation of forced labor, or employment of child labor in any form.
- c. Guarantee Freedom of Association: Respect and guarantee employees' rights to freely join legal associations and trade unions.
- d. Provide Safe and Healthy Premises: Provide a safe and healthy working environment for all employees, strictly complying with applicable safety standards.
- e. Comply with Labor Regulations: Fully comply with labor laws and regulations, including but not limited to minimum wage standards, working hour provisions, and social security contribution requirements.
- f. Right to Handle Violations: The Company reserves the right to terminate cooperation when suppliers commit serious violations or human rights abuses.

X. Grievance and Handling Mechanism

The Company establishes dedicated human rights protection grievance channels. Employees, suppliers, and partners who discover human rights violations can file complaints to the

Company's Human Resources Department through written form, email, or face-to-face meetings. The Company's Group Management Committee and Human Resources Department will conduct timely and impartial investigations into complaints, handle them, and provide feedback to the complainant.

XI. Supplementary Provisions

The HR Operations Team is responsible for drafting this Policy, which takes effect after approval by the Longshine Technology Group ESG Sustainable Development Committee. Any previously implemented policies inconsistent with this Policy shall be superseded by this Policy.

The HR Operations Team is responsible for supervising the implementation of this Policy and holds the final right of interpretation.

Any exceptional circumstances not covered by this Policy require approval from the Longshine Technology Group ESG Sustainable Development Committee, unless otherwise stipulated by the Company.