

Longshine Technology Group Co., Ltd.

Human Rights Protection Policy

This Policy is formulated to further advance human rights management at Longshine Technology Group Co., Ltd. (hereinafter referred to as the "Company" or "Longshine Technology").

1. Principles

This Policy is guided by 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 International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

2. Scope of Application

This Policy applies to all employees of the subsidiaries and affiliates of Longshine Technology Group (collectively referred to below as the "Company"), including, but not limited to, regular employees, interns, outsourced personnel, part-time employees and any other categories of personnel. We also require the Company's business partners and suppliers to comply with this Policy and encourage them to establish similar policies.

3. Key Provisions

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

Longshine Technology Group Co., Ltd. (hereinafter referred to as the "Company") fully recognizes the importance of protecting human rights. Guided by the principle of respecting and safeguarding human rights, the Company is committed to implementing human rights protection throughout its operations and ensuring that the fundamental human rights of employees, suppliers, business partners and other relevant parties are fully respected and protected.

4. Human Rights Oversight and Governance

1. The Group Management Committee oversees and governs the Company's human rights matters. Its principal responsibilities include:
2. Providing guidance on the Company's human rights policies, promoting their implementation, fulfilling the Company's human rights commitments and safeguarding the human rights of all persons.
3. Setting human rights management metrics and monitoring performance against them.
4. Reporting and communicating the Company's human rights performance at ESG meetings.

5. Human Rights Commitment

1. The Company follows the principles established in 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, and respects and safeguards the fundamental human rights of all employees.
2. We strictly prohibit human trafficking, forced labor and child labor, and respect employees' freedom of association. Where a trade union exists, the Company safeguards employees' lawful rights to freedom of association and collective bargaining and is committed to promoting equal dialogue and consultation between labor and management.
3. The Company treats all employees equally, including women, persons with disabilities, ethnic minority employees and employees from different cultural backgrounds or circumstances, and strictly applies the principle of equal pay for equal work.
4. In strict accordance with national laws, regulations and applicable local government requirements, the Company ensures that employees are paid in full and on time, that social insurance contributions are made in full, and that statutory benefits are provided. We care about employees' physical and mental wellbeing and organize a diverse range of employee care initiatives to support work-life balance.
5. The Company is committed to extending the scope of its human rights protection policy to its own operations, suppliers and business partners and actively promoting human rights practices throughout the value chain.

6. Day-to-Day Management

1. The Company is committed to creating and maintaining a work environment that respects all employees and ensures that every individual, regardless of employment status, including

regular employees, interns, outsourced personnel, part-time employees and other possible categories, is treated with dignity.

2. The Company provides all employees with a safe and healthy workplace, strictly complies with applicable safety requirements, 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 environment, and comprehensively advance the development of a healthy enterprise.
3. The Company or its business teams conduct annual surveys on employee engagement and overtime to understand employee satisfaction and workplace challenges. The information collected provides important input for optimizing and improving management measures.
4. The Company promotes a culture of open and transparent communication and maintains diverse communication channels, including dedicated email addresses and internal forums. Employees may raise concerns at any time, and responsible personnel will respond promptly and actively seek solutions. We strongly support and promote cross-team and cross-departmental communication and collaboration and encourage employees and management to participate jointly in the Company's development.

7. Equality and Non-Discrimination

1. The Company provides equal opportunities to every employee in recruitment, employment, training, promotion, compensation and benefits, and all other employment processes. Employees shall not be treated differently on the basis of race, color, sex, religion, nationality, disability, marital status, veteran status, sexual orientation, gender identity or any other legally protected status. The Company is committed to equality of dignity, opportunity and rights throughout the organization.
2. The Company continues to build a diverse culture centered on respect, equality and inclusion and values the diversity of employees' backgrounds and experience. In recruitment, we assess candidates from all backgrounds and cultures on an equal basis and ensure that every applicant receives fair and unbiased treatment.
3. The Company is committed to an inclusive and supportive work environment in which every individual is respected. We firmly eliminate bias and discrimination in employment, career development and promotion based on sex, disability, race, sexual orientation, social background or other characteristics. We encourage employees to contribute ideas to the Company's development, value diversity in the workplace and foster an inclusive culture.

8. Equal Pay and Employee Rights

1. The Company adheres to equal remuneration for men and women and equal pay for equal work. Employees in the same position performing the same work with the same performance shall receive equal compensation, regardless of sex, age, race, religious belief, nationality, disability or other personal characteristics unrelated to job performance.
2. The Company provides all employees with equal opportunities for promotion and training and regularly monitors the gender pay gap. If an unjustified pay disparity attributable to sex or another factor unrelated to work is identified, the Company will take corrective action.
3. The Company is committed to ensuring that employees and their families receive income sufficient for a decent standard of living. With reference to the ILO's principles on a living wage and taking into account the basic costs of food, housing, healthcare, education and transportation at the place of work, the Company determines and pays compensation that is no lower than the applicable local living wage and is above the statutory local minimum wage.
4. The Group Management Committee and Human Resources jointly conduct an annual living wage assessment and review the benchmark based on the cost of living at operating locations, regulatory changes, employee pay levels and market compensation. If actual pay falls below the calculated benchmark, the Company will correct the shortfall through the following year's compensation adjustment or a special supplementary payment arrangement.
5. For suppliers, the Company includes living wage provisions in contracts or supplier conduct requirements and requires suppliers to pay employees a living wage consistent with laws, regulations and ILO principles. The Company includes living wage performance within the scope of supply chain social responsibility audits and may conduct at least one assessment each year through internal audit, independent third-party audit or a special spot check. The Company reserves the right to suspend or terminate its business relationship with suppliers that refuse to remediate deficiencies or commit serious violations.
6. The Company links employee income to business performance, shares the benefits of profit growth and applies cost-control incentives to compensation increases. Compensation is also linked to employee capability development through pay increases for skills certification and salary adjustments upon promotion.
7. The Company fully safeguards employees' working hours. The monthly working hours of full-time employees shall not fall below the statutory guaranteed hours corresponding to the local minimum wage. Flexible staffing positions are provided with working-hour adjustment mechanisms to support the stability of employees' basic income.

8. The Company pays overtime compensation in strict accordance with applicable national and local labor laws and regulations. Under the standard working hours system, employees who work beyond normal working hours are paid overtime compensation at no less than 150% (1.5 times) of the normal wage rate; employees who work on rest days and cannot be given compensatory time off are paid no less than 200% (2 times) of the normal wage rate; and employees who work on statutory holidays are paid no less than 300% (3 times) of the normal wage rate. The Company accurately records employees' normal and overtime working hours through its electronic attendance system, calculates overtime compensation monthly and pays it together with monthly salary payments, ensuring that employees receive compensation for overtime work in full and on time. Employees may access itemized details of the basis used to calculate their overtime compensation.
9. The Company makes statutory contributions to the five social insurance programs and housing provident fund for all employees and purchases supplementary medical insurance and other commercial insurance for all employees, further improving medical reimbursement levels and expanding coverage beyond statutory social insurance and the housing provident fund.
10. The Company provides paid annual leave to all employees in accordance with law. Employees with at least one year but less than ten years of continuous service receive no fewer than five days of annual leave; those with at least ten years but less than twenty years receive no fewer than ten days; and those with at least twenty years receive no fewer than fifteen days. Where laws, regulations or Company rules provide a higher standard, the higher standard applies. Employees receive their normal pay during annual leave without any reduction in other benefits.
11. The Company also provides additional paid leave, including parental leave and caregiver leave, to help employees obtain adequate rest and maintain work-life balance.

9. Forced Labor and Child Labor

1. The use of forced, prison or slave labor is strictly prohibited. All employment must be entered into voluntarily. The Company prohibits the employment of forced labor and shall not outsource work to any entity using any form of forced labor.
2. The Company prohibits collecting employment deposits from employees or retaining original identity documents. Managers are strictly prohibited from compelling employees to work excessive hours or engaging in corporal punishment, verbal abuse or other improper conduct.
3. All employees have the freedom to leave employment. Regular employees who resign shall submit a resignation request through the Company's system at least 30 days in advance, or at

least three working days in advance during probation. Separation procedures for other categories of personnel shall be governed by their agreements with the Company.

4. Before any mass termination or large-scale cancellation of employment contracts, the Company strictly complies with national laws, regulations and local regulatory requirements. Where workforce reductions are necessary, the Company shall explain the circumstances to the trade union or all employees 30 days in advance, consider the opinions of the trade union or employee representatives, and proceed only after reporting to the labor administrative authority in accordance with law.
5. Where an employee is unable to perform or is not competent for the original role, or where a material change in the objective circumstances on which the employment contract was based makes performance impossible, the Company follows the legally required procedures for notice, consultation, reassignment or training, and economic compensation, and safeguards employees' rights to information, participation, appeal and other lawful rights and interests.
6. The Company verifies the identity documents of all new hires. The employment of minors under the age of 16 is strictly prohibited, and complete recruitment registration and verification records shall be retained.
7. The Company strictly complies with national labor laws and regulations and, taking into account actual business needs, maintains rest, working-hour and overtime management mechanisms that balance compliance and flexibility, with the objective of minimizing overtime and excessive working hours.
8. The Company establishes clear maximum working hours for all employees. Under the standard working-hours system, normal working time shall not exceed eight hours per day or an average of 40 hours per week. Where a comprehensive working-hours system, flexible working-hours system or other special system lawfully applies, the Company completes the required approval or filing procedures and ensures that total working hours do not exceed applicable legal and regulatory limits.
9. As a general rule, the Company does not arrange overtime in day-to-day work. Where overtime is necessary because of a temporary assignment, peak business demand or an urgent project, the employee's prior written or electronic confirmation and consent shall be obtained, and overtime must be voluntary. Daily overtime is generally limited to one to three hours, and cumulative monthly overtime shall not exceed 36 hours. As a general rule, maximum total working time shall not exceed 11 hours per day or 60 hours per week.
10. The Company strictly observes the statutory standard of at least one rest day per week and ensures at least 24 consecutive hours of rest in every seven-day period. Normal and overtime

working hours are recorded through the electronic attendance system, and employees are provided with or given access to detailed working-hour records.

11. The Company maintains excessive-hours warning and accountability mechanisms. When an employee's monthly overtime approaches the 36-hour limit, the system or management process sends a warning to the department head and Human Resources. The head of any department that repeatedly exceeds the limit or records excessive hours without reasonable cause shall explain the reasons and develop a remediation plan. The Company seeks to avoid exceeding working-hour limits by optimizing schedules, increasing staffing and improving processes.

10. Freedom of Association and the Right to Collective Bargaining

1. Employees lawfully enjoy the freedom of association conferred by the Constitution of the People's Republic of China. This right must be exercised in accordance with national laws and regulations and shall not harm national or social interests or the lawful rights and interests of others. Participation in activities that endanger national security or national interests or disrupt public order is strictly prohibited.
2. 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 applicable laws and regulations, the Company is committed to establishing constructive dialogue mechanisms with trade unions or employee representatives and actively engaging in collective consultation.

11. Anti-Harassment

1. The Company strictly prohibits all forms of sexual harassment and firmly protects the lawful rights and interests of all employees, including regular employees, outsourced personnel, dispatched workers, interns and part-time employees. We are committed to a respectful, healthy, unbiased and harassment-free work environment. This Policy equally protects the lawful rights and interests of male employees.
2. The Company also prohibits all other forms of harassment and firmly protects the lawful rights and interests of all employees. We continuously work to maintain a respectful, healthy, unbiased and harassment-free work environment, apply zero tolerance to harassment and discrimination, and impose disciplinary action commensurate with the severity of the misconduct. The lawful rights and interests of women and men are protected equally.
3. The Company maintains open and transparent reporting channels, including its official account, telephone reporting and reporting to an immediate supervisor, and provides an appeal mechanism for employees affected by harassment, discrimination or other misconduct. The

Company strictly protects the confidentiality of reporters and affected persons and, depending on the circumstances, may disclose the perpetrator's conduct and the action taken.

12. Suppliers and Business Partners

1. The human rights performance of suppliers and business partners is incorporated into their qualification assessments. We require them to:
2. Prohibit forced labor and child labor: Never engage in human trafficking, use forced labor or employ child labor in any form.
3. Safeguard freedom of association: Respect and safeguard employees' right to participate freely in lawful associations and trade unions.
4. Provide a safe and healthy workplace: Provide all employees with a safe and healthy work environment and strictly comply with applicable safety requirements.
5. Comply with labor laws: Fully comply with labor laws and regulations, including, but not limited to, minimum wage standards, working-hour requirements and social insurance contribution obligations.
6. Right to address violations: The Company reserves the right to terminate the business relationship when a supplier commits a serious violation or infringes human rights.

13. Grievance and Resolution Mechanism

The Company maintains dedicated human rights grievance channels. Employees, suppliers and business partners that identify a potential human rights infringement may submit a grievance to Human Resources in writing, by email or through an in-person meeting. The Group Management Committee and Human Resources will investigate and address grievances promptly and impartially and communicate the outcome to the complainant.

14. Supplementary Provisions

The Human Resources Operations Team is responsible for preparing this Policy, which shall take effect upon approval by the Longshine Technology Group ESG Sustainability Committee. Where any previously implemented policy conflicts with this Policy, this Policy shall prevail.

The Human Resources Operations Team is responsible for overseeing implementation of this Policy and has final authority for its interpretation.

Unless otherwise provided by the Company, any exception not covered by this Policy requires approval from the Longshine Technology Group ESG Sustainability Committee.