

Longshine Technology Group Co., Ltd.

Due Diligence Process and Guidelines

This Process is established to further advance human rights management at Longshine Technology Group Co., Ltd. (hereinafter referred to as the "Company" or "Longshine Technology"). Longshine Technology is committed to respecting and protecting human rights and to ensuring that its business activities do not cause adverse human rights impacts. To achieve this objective, we have established a Human Rights Due Diligence Process to identify and assess potential impacts and risks relating to respect for human rights. This Process has been implemented and will be regularly assessed and improved to ensure that our business activities do not adversely affect human rights.

This Process is based on the Company's publicly available Human Rights Commitment, Anti-Discrimination and Harassment Policy, Supplier Code of Conduct and other documents, and has been developed in strict accordance with the OECD Guidelines for Multinational Enterprises, the OECD Due Diligence Guidance for Responsible Business Conduct, the United Nations Guiding Principles on Business and Human Rights, and the laws and regulations applicable at each operating location.

This Process applies to Longshine Technology Group Co., Ltd. and its controlled subsidiaries, as well as to our suppliers, outsourced service providers and business partners.

1. Identification of Human Rights Risks

To accurately identify human rights risks associated with technology and digital businesses, we focus our assessment measures on the following four areas.

2. Own Operations (Software R&D, Sales and Functional Support)

1. Review recruitment, performance appraisal, promotion and termination procedures to ensure that no discrimination based on sex, region, ethnicity or other characteristics occurs at any stage of the employee lifecycle.
2. Regularly inspect the physical environment and facilities at campuses and offices to ensure a safe, healthy and comfortable work environment, including fire safety and indoor air quality.
3. Strictly assess employee working hours, overtime compensation, and compensation and benefits systems to ensure full compliance with labor laws at all operating locations and safeguard employees' right to rest.

4. Monitor the mental health of R&D and functional personnel and provide necessary psychological counseling and employee assistance programs (EAPs).

3. Critical Infrastructure and Operations (Data Centers, Server Room Operations and Maintenance, etc.)

1. Assess the work environment at data centers and other locations with high electricity consumption and continuous operational requirements, and ensure that safety protection measures and qualifications for specialized roles, such as high-voltage electricians and system operations engineers, meet applicable requirements.
2. Review scheduling arrangements at server rooms and operations and maintenance sites to prevent fatigue and forced labor risks arising from prolonged, high-intensity duty schedules.

4. Value Chain and Third-Party Services (Suppliers and Technology Outsourcing Service Providers)

1. Assess the selection procedures for suppliers and technology outsourcing service providers and incorporate human rights, labor rights and non-discrimination indicators into qualification and compliance reviews.
2. Explicitly incorporate the Supplier Code of Conduct and human rights compliance provisions into supplier contracts to ensure appropriate execution and effective implementation.
3. Pay particular attention to the work environment and wage payments of third-party personnel, including software outsourcing personnel, on-site developers and campus property service personnel such as cleaning and security staff, to prevent unequal pay for equal work or indirect infringement of outsourced personnel's rights.

5. New Business Relations (Mergers and Acquisitions, Joint Ventures, etc.)

1. During due diligence (DD) before an investment, merger or acquisition, or the establishment of a joint venture, assess the target company's human rights compliance record, including historical labor arbitration cases and discrimination complaints.
2. Review business agreements to ensure that they include termination or accountability provisions relating to human rights and labor compliance.

Identification of Potential Human Rights Issues and Groups at Risk of Human Rights Issues

1. Key Human Rights Issues

Within the Company, its supply chain and outsourcing ecosystem, we focus on identifying and preventing the following human rights issues:

1. Forced labor and excessive working hours: Ensure that all employees enter into employment relationships voluntarily, with particular attention to preventing abusive excessive overtime and disguised compulsory overnight stays in the software development industry.
2. Human trafficking: Strictly prohibit all forms of human trafficking, fraudulent recruitment, coerced labor, restriction of personal freedom, retention of identity documents, or the use of debt, fees, deposits or other means to indirectly restrict the freedom of movement of employees, outsourced personnel or supplier employees.
3. Discrimination and harassment: Strictly prohibit discrimination in recruitment, promotion, compensation and other employment matters based on sex, race, religion, marital status or other protected characteristics, and apply zero tolerance to sexual harassment and workplace bullying.
4. Child labor: Strictly verify the identities of new hires, prohibit child labor in any form, and comply with national regulations on student internships when managing interns.
5. Health and safety: Maintain safety in offices and at operations and maintenance sites and prevent occupational diseases and health risks caused by work-related stress.
6. Freedom of association and collective bargaining: Respect employees' lawful rights to join trade unions, participate in democratic management and raise concerns through lawful channels.

2. Identification of Groups at Risk

In implementing this Process, we pay particular attention to and protect the following groups:

1. Own employees, particularly frontline R&D and operations and maintenance personnel: Safeguard their occupational health and reasonable working and rest schedules.
2. Women employees: Fully safeguard the rights of women during maternity leave and breastfeeding periods, promote the representation of women in management, and ensure equal pay for equal work.
3. Outsourced and on-site technical personnel: Ensure that third-party service personnel working at Longshine campuses receive a safe office environment and employee care comparable to that provided to regular employees.
4. Interns and young employees: Provide appropriate guidance and compliant compensation and prevent excessive assignment of high-intensity work.

5. Children and minors: Prevent child labor, inappropriate work arrangements for minors and other risks affecting children's rights through identity verification, intern management, supplier qualification reviews and contractual requirements.
6. Migrant workers and employees working away from their place of origin: Monitor employment contracts, wage payments, social insurance, custody of identity documents, accommodation, working hours, accessibility of grievance channels and protection against discrimination, and prevent unfair treatment based on identity, place of origin or mobile employment status.
7. Local communities and communities affected by the Company's business: Monitor potential impacts of Company campuses, data centers, project delivery, supplier operations and digital services on community safety, privacy, the environment, public services and residents' rights, and respond to community concerns through communication, complaint intake and improvement mechanisms.

Human Rights Assessment: Risk and Issue Severity

1. Establishment of an Assessment Matrix

We establish human rights risk assessment criteria and classify risks into different levels, such as high, medium and low. Assessment dimensions include:

1. Scale and severity of impact: The extent of actual harm to employee rights and whether physical or mental health is affected.
2. Likelihood and duration: Whether the risk is an isolated event or a systemic, long-term risk resulting from a process deficiency.
3. Legal and regulatory compliance: Whether the risk has reached the threshold of, or constitutes, a violation of local labor laws or other applicable regulations.
4. Stakeholder concern: The sensitivity of rating agencies, customers, the public and the media to the issue and the associated reputational impact.

2. Risk-Based Management

Identified issues are entered into the Longshine Technology Human Rights Risk Register based on the assessment matrix. Items assessed as high risk or as serious issues are assigned the highest priority for immediate remediation and corrective action. Statement on quantitative assessment percentages: As of the date of this Process update, the Company has not yet established publicly disclosable quantitative data on the percentage of activities covered by dedicated human rights risk assessments, the percentage of activities for which risks have been identified, or the percentage of activities for which mitigation measures have been established. In subsequent years, the Company will establish consistent calculation

methodologies based on human rights risk assessments, internal audits, supplier reviews and remediation registers actually completed, and will disclose the resulting data after verification by Human Resources, Procurement, Compliance, Internal Audit and relevant business departments. Until verified data are available, the Company will not use estimated percentages as a substitute for formal disclosure.

Human Rights Mitigation & Remediation Measures

1. Strengthening Policies and Grievance Channels

1. Policy framework: Regularly revise the Human Rights Policy Statement and integrate human rights compliance into the Employee Handbook and Compliance Management Measures.
2. Accessible grievance mechanism: Establish and publicly communicate diverse anonymous grievance channels, such as a compliance email address, HR hotline and suggestion box, and ensure that they are readily accessible to employees, suppliers and outsourced personnel.
3. Protection of complainants: Maintain a strict non-retaliation mechanism, apply the highest level of encryption to complainants' personal information and grievance content, and take serious action against any retaliation.

2. Deepening Value Chain Engagement

Human rights performance is an important component of suppliers' annual performance assessments (KPIs). Non-compliant technology outsourcing service providers and suppliers are subject to remediation within a specified period, suspension of business, or termination of the contract. Statement on the number of sites covered by mitigation plans: This document principally discloses the Company's Human Rights Mitigation & Remediation Process and does not present as fact any number of sites that has not been confirmed through a dedicated assessment. If the Company subsequently completes human rights risk assessments of its own operating sites, contractors or Tier I suppliers and establishes a traceable remediation register, it will calculate and disclose the actual number of offices, operating units or supplier sites included in the assessment and covered by a mitigation plan.

3. Capability Building and Workforce Education

1. Workforce-wide awareness: Regularly provide all Group employees with training on preventing workplace harassment, mental health guidance and human rights compliance.
2. Enhanced training for key positions: Provide targeted training to Human Resources, Procurement, Campus Operations and Maintenance, and other key functions to increase their awareness of human rights risks in recruitment, contract negotiations and on-site management.

3. Supplier engagement: Make Longshine Technology's sustainability and human rights training resources available to long-term suppliers and technology outsourcing service providers.

Monitoring, Reporting and Improvement

1. Oversight and Monitoring

Ongoing internal audit: A joint inspection team comprising Group Compliance, Internal Audit and the trade union regularly conducts internal audits of working hours, wage payments and environmental safety at offices and subsidiaries.

2. Transparent Performance Reporting

1. Internal reporting: Regularly report progress on Human Rights Due Diligence, identified issues and remediation outcomes to the Group ESG Sustainability Committee and the Board of Directors.
2. Public disclosure: Publicly disclose Longshine Technology's key performance data on human rights protection, employee care and supply chain due diligence management to rating agencies, investors and the public through the annual Environmental, Social and Governance (ESG) Report and the Company's website.

3. Closed-Loop Continuous Improvement

1. For process deficiencies identified through internal or external audits, work with relevant business units to develop time-bound remediation plans and track implementation.
2. Meet regularly with trade unions, employee representatives and external experts and dynamically update and iterate this Process in response to changes in international standards and new requirements arising from the Company's digital transformation, continuously improving the Company's human rights management.