



Tongwei Co., Ltd.

Human Rights Commitment and Policy

Human Rights Commitment

Tongwei Co., Ltd (hereinafter referred to as "Tongwei" or the "Company") is committed to upholding both commercial value and social responsibility, and is dedicated to conducting business with higher ethical standards. Tongwei commits to: positively responding to the *Universal Declaration of Human Rights*; backing up the *UN Guiding Principles on Business and Human Rights*; safeguarding and respecting human rights, legal rights and interests of each employee; prohibiting child labor and forced labor, and conducting no human trafficking during its operation and management; making a stand against discrimination, harassment, and other insulting behaviors; providing a safe and healthy workplace to the staff; providing diversified learning and occupational development opportunities to the staff; and respecting the liberty of association and collective bargaining.

The commitment and policy apply to the staff of Tongwei and its subsidiaries. Suppliers and partners of Tongwei are also inspired to adopt and follow the commitment and policy.

Human Rights Policy

Prohibition of Child Labor

- To firmly forbid the use of child labor and provide necessary protection to the juvenile, Tongwei stipulates the *Recruitment and Employment Management Measures* and other systems. When recruiting a new employee, Tongwei adopts legal and effective means to identify the applicant, including the age and other information, to avoid the situation that the offer is given to the applicant providing false age and other false information.
- Tongwei adds the prohibition of child labor to its Social Responsibility Investigation and Commitment of Supplier, and will seriously deal with and directly eliminate suppliers that recruit child labor.

Eliminating Forced Labor

- Tongwei highly values freedom of person, forbids forced labor conducted through any form such as intimidation, threat, kidnapping, and fraud, and safeguards the employees' rights to choose a career and quit office. Tongwei will neither apply punishment and revenge

against separating employees nor illegally retain the employee's certificates.

- To ensure that all suppliers respect labor rights and promote their compliance with labor laws and regulations, Tongwei will conduct a survey on forced labor, working hours and other issues against its suppliers.

Safeguarding Basic Rights and Benefits of Employees

- Tongwei is committed to providing fair salary and overall labor security measures to its staff; setting up and improving the labor security system; stipulating employment procedures in accordance with laws and regulations; and executing the labor contract with the employees in time.
- Tongwei is committed to standardizing work-hour management and enhancing its overtime compensation system. The Company strictly enforces a maximum weekly working hour limit, ensuring reasonable employee schedules to effectively protect the right to rest and guarantee the right to labor remuneration.
- Tongwei is also committed to formulating reasonable pay policy and incentive mechanism according to positions, job level, pay level on the market, and other factors. The Company pays the salary on time, and also provides the employees with various welfare and caring funds, to better safeguard the employees' rights and interests. Meanwhile, the Company proactively eliminates the gender-based compensation gap, and regularly review the situation and stipulates improvement plans.
- Tongwei is devoted to providing diversified learning and occupational development opportunities to the employees, adhering to the employment programs of "Value the capable ones, replace the mediocre ones, and dismiss the incapable ones", setting up transverse and longitudinal career development channels, stipulating special training plans for employees of different job levels, and inspiring the employees to promote their education backgrounds and specialties.
- To protect the occupational health and safety of the employees, Tongwei provides a safe and healthy working environment to the staff, insists on the safety management policies of "safety first, prevention first, and comprehensive governance", and continues to promote building of a long-term work safety mechanism.
- Tongwei concerns the physical and psychological health of the staff, and safeguards inherent rights of female employees (e.g., providing clean and safe baby care rooms, and ensuring their exclusive welfare such as maternity leave and breastfeeding leave).
- In the event of large-scale layoffs, Tongwei will provide advance notice to affected employees and guarantee sufficient notification periods to facilitate adequate career planning and transition arrangements.

Promoting Diversity and Inclusion

- Tongwei commits to honoring and respecting the staff, practicing the fair employment principle, and creating an inclusive, fair, caring and friendly working environment, and forbidding violent punishment against the staff in any form (e.g., threat, punishment, revenge and verbal humiliation, physically or psychologically).
- The employees of Tongwei come from different countries, regions and nations, and have different cultural backgrounds. Tongwei respects individual differences, cherishes the uniqueness of each employee, provides powerful backups to the employees, and intends to attract, develop and retain diversified employees.
- By referring to international standards, Tongwei creates a working environment of mutual respect, zero harassment, and zero discrimination, safeguarding the due rights and interests of the employees with a firm hand.

Respecting Liberty of Association and Liberty of Collective Bargaining

- Tongwei respects the employees' rights, including liberty of association, joining the work union, and liberty of collective bargaining against Tongwei.
- Tongwei provides democratic participation channels to the staff, inspires them to participate in its operation management, and safeguards their rights to learn, express, participate in, negotiate, and supervise affairs in connection with their own rights and interests.

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Remarks:

- 1.The company encourages and supports suppliers and partners to adopt and implement additional principles and policies, provided that they do not conflict with this policy.
- 2.The company's business operations strictly comply with the local laws and regulations. In the absence of specific local legal requirements, this policy shall be followed.
- 3.This document is interpreted and revised by Tongwei Co., Ltd. The company will update the document in a timely manner based on domestic and international policies, regulatory requirements, and industry developments. In the event of any inconsistencies between the Chinese and English versions of this document, the Chinese version shall prevail.