

Human Rights Policy

Beijing HyperStrong Technology Co., Ltd. (hereinafter referred to as "HyperStrong" or the "Company") has always adhered to the core values of "integrity, innovation, dedication and harmony", and continues to create a fair and just working environment for employees and partners, and strictly abide by international human rights standards, respect the basic rights of employees, and oppose any form of discrimination and exploitation. Determined to become a "world-class leader in energy technology innovation". This policy is developed in order to better realize the company vision.

This policy is applicable to all branches and subsidiaries within the scope of Beijing HyperStrong Technology Co., Ltd. and the consolidated statements, and is applicable to the company's production and operation, products and services, logistics and distribution, waste management and other operational activities. It is applicable to all employees of the company, including regular employees, temporary workers, apprentices, student workers, contract workers and other types of staff at home and abroad, and all partners are required to actively abide by this policy or similar policy requirements.

1. Compliance with Regulations and International Conventions

Respect for human rights is the core value of the Company, and the Company complies with the laws and regulations and international conventions related to human rights protection in the places where it operates, including: Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, International Covenant on Economic, Social and Cultural Rights, International Labour Organization Declaration on Basic Principles and Rights at Work, etc.

The company assumes its responsibilities to its employees, is committed to minimizing the impact of the company's business on the environment and assumes relevant responsibilities.

2. Prohibition of Child Labor

The company does not accept any form of child labor. The Company will not employ any children under the legal minimum age for employment in any country or local jurisdiction. Employees under the age of 18 can only perform work that meets the legal requirements of the country in which they work, such as working hours and working conditions, and need to meet the requirements related to education or training.

3. Prohibition of Forced Labor

The company does not accept any form of forced labor and voluntary labor. All labor must be voluntary. The company will never allow any form of forced labor, including debt servitude, indentured servitude, military servitude, modern forms of slavery, and any form of human trafficking.

4. Diversity and Inclusion

The Company advocates an inclusive work environment and rejects any form of discrimination or harassment, whether based on gender, ethnic origin, national origin, social origin, religion, age, disability, sexual orientation and identity or any other characteristic protected by applicable law. The Company selects and promotes employees based on their qualifications, performance, skills and experience.

5. Free Association and Collective Bargaining Right

The Company recognizes and respects the rights of all employees to freely associate, engage in collective bargaining, and conduct labor negotiations in accordance with applicable laws. Employees who participate in negotiations as representatives shall not receive

preferential treatment or disadvantage as a result.

6. Compensation and Benefits

The Company pays employees in accordance with local industry standards, labor market salary levels, minimum wage laws, applicable labor negotiation agreements (if any). The company pays employees salaries on time and clearly informs them of the salary payment standards.

7. Working Hours

The Company complies with all applicable laws relating to working hours (including overtime, rest periods and paid vacation).

8. Health and Safety

According to the Company's occupational health and safety policies, regulations and industry standards, the Company provides employees with a safe working environment that is beneficial to physical health, protects the health of employees, protects the safety of third parties, and prevents accidents, physical and mental injuries and work-related diseases.

9. Privacy Protection

The Company respects the privacy of all individuals and keeps the

personal data held by these individuals confidential. The Company has established a data privacy policy to protect the data of employees, customers and suppliers. The data protection management of the Company ensures compliance with the corresponding data protection regulations.

10. Due Diligence

In order to comply with international human rights standards, national laws and company policies, the company implements corresponding human rights due diligence to judge, evaluate and address the potential and actual negative impacts that business activities and supply chains may have on the fulfillment of its obligations to respect human rights.

11. Remedies and Complaints Mechanisms

The company formulates relevant processes to ensure that the company's business activities are evaluated, revised, interrupted or rectified accordingly, so as to avoid negative impacts on the fulfillment of the obligation to respect human rights.

The Company provides feasible grievance or dispute resolution channels through which employees are encouraged to resolve suspected violations of the Human Rights Policy Statement. At the

same time, the company's partners and third parties can report potential violations of this human rights policy statement by email (jubao@hyperstrong.com.cn).

Take remedial actions in the form of economic and non-economic compensation for the company's activities that are found to have caused or aggravated the human rights impact, so as to mitigate the negative impact.

Beijing HyperStrong Technology Co., Ltd

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