

Gotion High-Tech Company Labor Rights Protection Policy

1. Summary

Gotion High-Tech Co., Ltd. (hereinafter referred to as "Gotion High-Tech" or the "Company") embodies its core values of appreciation, pragmatism, integrity, and innovation. Guided by a corporate talent philosophy that emphasizes moral leadership at the top, talent utilization at the middle management level, and skill development at the grassroots level, the Company adheres to the principle of equal employment opportunities, provides comprehensive training and development mechanisms, offers fair promotion opportunities, and robustly safeguards the legitimate rights and interests of its employees. The Company's business philosophy is rooted in the belief that empowering others to succeed enables the Company to achieve its own success; consequently, it continuously fosters a work environment and atmosphere that is orderly, harmonious, healthy, comfortable, safe, reliable, and warm like a home, while providing a wide range of benefits for employees' work, personal life, and professional development—empowering employees to perform their duties with good health, an open mindset, optimism, innovative thinking, and a systematic approach. Furthermore, the Company consistently communicates its business philosophy—where products are paramount, talent is central, and the user is at the forefront—to both upstream and downstream partners, actively builds a harmonious ecosystem for industry survival and growth, and jointly advances its corporate mission of leveraging green energy to serve humanity.

This policy requires the Company to strictly adhere to the social responsibility requirements set forth in the International Labour Organization's "Declaration on Fundamental Principles and Rights at Work" and the "Rio Principles" concerning environment and development; to comply with the relevant laws and regulations of the People's Republic of China, such as the "Labor Law of the People's Republic of

China," the "Labor Contract Law of the People's Republic of China," the "Civil Code of the People's Republic of China," the "Employment Promotion Law of the People's Republic of China," the "Law on the Protection of Disabled Persons under the Employment Promotion Law of the People's Republic of China," and the "Law on the Protection of Women's Rights and Interests of the People's Republic of China"; as well as the relevant laws and regulations applicable in the jurisdictions where its overseas business operations are conducted.

2. Scope of Application

This policy applies to all employees of Gotion High-Tech Co., Ltd., its subsidiaries, and affiliated companies, as well as to all stages of the company's business operations. Furthermore, relevant partners are encouraged to actively comply with this policy to jointly safeguard the rights and interests of employees.

3. Definition of Terms

- 3.1. Minors working in labor: refers to workers who are at least 16 years of age but under 18 years of age. Special protection for minors working in labor is implemented through special labor protection measures, tailored to the characteristics of minors during their growth and development stages and in response to their need for compulsory education.
- 3.2. Child labor: refers to minors under the age of 16 who have a labor relationship with an employer or individual, and who are engaged in paid employment or self-employment.
- 3.3. Discrimination: refers to any distinction, exclusion, or preferential treatment based on race, skin color, gender, religion, nationality, ethnicity, sexual orientation, age, disability, veteran status, marital status, or any other characteristic protected by local law, which has the effect of eliminating or undermining equal opportunities or equal treatment in employment or occupation.

- 3.4. Harassment: refers to a series of unacceptable, inappropriate, and unwelcome behaviors or threats. Any such behavior or threat, regardless of its intent, that results in physical, psychological, sexual, or economic harm shall be regarded as harassment. Harassment violates an individual's dignity and feelings, and creates a work environment that is degrading, hostile, humiliating, intimidating, aggressive, or unsafe. Harassment includes, but is not limited to, the following forms:
- 3.4.1. Sexual harassment: refers to any unwanted sexual provocation, sexual demand, or any form of physical, verbal, or otherwise similar offensive conduct that constitutes or results in an affront or humiliation to another person.
 - 3.4.2. Physical abuse: refers to non-accidental, intentional use of force through aggressive or violent behavior that results in physical injury, pain, or any other harm. The scope of physical abuse can range from more severe behaviors (such as assault, violence, or threats) to less overt acts involving the use of physical force (such as unwelcome physical contact or touching).
 - 3.4.3. Verbal abuse: refers to the inappropriate or excessive use of language to humiliate or undermine a person's dignity. The scope of verbal abuse includes using profanity, shouting loudly, making disparaging remarks about others, insulting, slandering, or engaging in any other behavior that induces fear through intimidation or threats.
 - 3.4.4. Bullying: refers to a behavior within interpersonal relationships in which an individual repeatedly employs verbal, physical, or social means to persistently and intentionally abuse power, with the intent of causing physical, social, or psychological harm and thereby undermining the self-worth of an individual or group. Forms of bullying include continuous negative or critical remarks, belittling of personal abilities, isolating or excluding an individual from social interactions, spreading gossip, or disseminating false information.
- 3.5. The right to form associations: refers to the right of workers and employers to voluntarily form, join, or withdraw from trade unions or employer organizations

without interference.

- 3.6. Collective bargaining: the right of labor representatives to engage in equal negotiations with employers or their organizations regarding matters such as working conditions, wages, and benefits.

4. Responsibilities and Authorities

4.1. Employee Relations Department

- 4.1.1. Responsible for the drafting, revision, submission for approval, and interpretation of this policy.
- 4.1.2. Responsible for conducting regular audits of underage employment practices across the entire company to prevent non-compliant employment practices and the hiring of child labor.
- 4.1.3. Responsible for managing the personnel files of underage workers within the jurisdiction.
- 4.1.4. Responsible for preventing forced labor within its jurisdiction, as well as for correcting and strictly addressing any instances of forced labor that have already occurred.

4.2. HRBP for All Business Units

- 4.2.1. Responsible for managing the personnel files of underage workers within the jurisdiction.
- 4.2.2. Responsible for standardizing labor employment within its jurisdiction, exercising prudence in hiring and managing underage workers, and strictly prohibiting the employment of child labor.
- 4.2.3. Responsible for preventing forced labor within its jurisdiction, as well as for correcting and strictly addressing any instances of forced labor that have already occurred.

4.3. Trade Union

- 4.3.1. Responsible for safeguarding employees' lawful rights and interests in accordance with the law, and ensuring their basic welfare and benefits.

- 4.3.2. Responsible for receiving reports from employees regarding forced labor, discrimination, harassment, or abuse; and collaborating with the Human Resources Department to correct and strictly address such behaviors.

5. Basic Regulations

5.1. Compliant Employment

5.1.1. Regulations on Employment of Minors

5.1.1.1. The Company commits to strictly implementing the State Council's "Regulations Prohibiting the Use of Child Labor" and other relevant laws and regulations, formulating corresponding policies and procedures, and communicating these policies and procedures to all employees and other stakeholders.

5.1.1.2. When hiring underage workers, the company shall strictly comply with and implement the "Special Protection Regulations for Underage Workers," and shall not assign underage workers to perform any labor activities prohibited under these Regulations.

5.1.1.3. The Human Resources Department shall establish and maintain management archives for underage workers, which shall include job position information, employment registration records, medical examination records, training records, etc., and these archives shall be stored separately from those of regular workers. A registration system shall be implemented: underage workers shall complete registration with labor administrative departments at or above the county (district) level; such labor administrative departments shall issue corresponding certificates, and underage workers must possess these certificates to assume their positions.

5.1.1.4. The company strictly prohibits the employment of minors under the age of 16.

5.1.2. Prohibition of forced labor

The Company strictly prohibits any form of forced or compulsory labor, including but

not limited to the following acts:

- 5.1.2.1. Forcing employees to work through means such as violence, threats, or restrictions on personal freedom.
- 5.1.2.2. Forcing employees to work against their will by seizing their identification documents, wages, or personal property.
- 5.1.2.3. Forcing labor through means such as debt bondage, fraudulent contracts, or deceptive recruitment practices.
- 5.1.2.4. Forcing employees to work overtime beyond standard hours or to perform tasks not specified in the contract, without providing reasonable compensation.
- 5.1.2.5. Other acts that directly or indirectly deprive employees of their right to voluntary labor.

If forced labor is identified, employees may report such cases to the Human Resources Department, the Trade Union, or the Labor Inspection Authority. Upon verification of the allegations, the company will immediately take corrective actions and provide compensation to the affected individuals; the personnel involved shall bear administrative or criminal liability in accordance with the law.

5.1.3. Standardized termination

Gotion High-Tech attaches great importance to harmonious and stable labor relations. When implementing organizational restructuring or business transformations that may affect employees' major rights and interests, the Company strictly adheres to the principles of legality, fairness, and good faith. In cases involving the large-scale termination of employees' labor contracts, the Company shall, in accordance with the law, notify the trade union or all employees of the circumstances at least 30 days in advance, and fully solicit opinions and suggestions from the trade union and the employees; on this basis, the Company will properly handle matters concerning the rescission or termination of labor contracts, ensuring that the procedures are standardized and communication is thorough. The Company commits to effectively safeguarding the legitimate rights and interests of departing and retired employees,

fulfilling its statutory obligations—including providing economic compensation and transferring and continuing social insurance relationships—in accordance with the law, and providing occupational health and safety care during the transition period to uphold the dignity and legitimate rights of the employees.

5.2. Protection of Female Employees

- 5.2.1. During pregnancy, maternity leave, or breastfeeding periods, the Company shall not terminate or rescind the labor contract with female employees, and shall guarantee their right to receive their basic salary.
- 5.2.2. The Company complies with the provisions regarding the types of work prohibited for female employees and shall provide written notification to all female employees regarding the positions within the Company's scope of work that are prohibited for female employees.
- 5.2.3. If female employees are unable to perform their original work duties during pregnancy, the company shall, based on a certification from a medical institution, reduce their workload or arrange alternative work that is suitable for them.

5.3. Anti-discrimination, Anti-harassment, Anti-abuse

- 5.3.1. The Company adopts a zero-tolerance policy toward all forms of discrimination and harassment, including threatening sexual harassment, physical or verbal abuse, bullying, or any other similar form of unlawful conduct. Regarding matters such as employment, remuneration, training, promotion, dismissal, or retirement, the Company strictly prohibits any discrimination or harassment based on race, nationality, religion, disability, gender, marital status, political affiliation, age, or any other characteristic protected by local law.
- 5.3.2. The Company commits to respecting all rights set forth in the United Nations Convention on the Elimination of All Forms of Discrimination against Women and the International Labour Organization's Convention on Employment and Occupational Discrimination. This policy is based on the Law of the People's

Republic of China on the Protection of Women's Rights and Interests, the Regulations on Employment of Persons with Disabilities, the Labor Law of the People's Republic of China, the Contract Law of the People's Republic of China, the Employment Promotion Law of the People's Republic of China, and the Civil Code of the People's Republic of China, while also respecting the local laws of all countries and regions where the Company operates.

5.4. Freedom of association and collective bargaining

- 5.4.1. The Company respects employees' freedom of association and supports and encourages employees to have the right to freely choose whether to join, establish, or refuse to join a trade union or other association, provided that such actions comply with all applicable laws and regulations.
- 5.4.2. The company supports and actively promotes cooperative dialogue with trade unions and other association organizations on matters such as collective labor contracts and employee benefits, while safeguarding employees' right to participate in collective bargaining.

6. Employee Compensation and Promotion

- 6.1. The Company does not discriminate against or treat employees unfairly in matters such as compensation, training, or promotion opportunities based on race, religious belief, gender, nationality, age, marital status, disability, or sexual orientation.
- 6.2. The company adheres to the principle of equal pay for equal work, providing employees with wage standards that comply with the laws and regulations of the country or region where the company is located; the wage structure varies depending on the employee's rank, position, and role.
- 6.3. Rationally schedule employees' working hours, set the maximum weekly or monthly working hours per employee, and pay employees their overtime wages and annual leave pay in accordance with applicable regulations.
- 6.4. The company has established a performance-based incentive compensation

mechanism that applies to all employees, enabling them to share in the fruits of the company's development, thereby motivating employees to grow and thrive alongside the company; these incentive measures include, but are not limited to, salary adjustments, position adjustments, access to training resources, and equity incentives.

- 6.5. Regarding promotion management, the company adheres to the principles of transparency, fairness, and impartiality; through continuous optimization, the company has established a scientific promotion management process to ensure that outstanding talent is identified within the organization and can achieve personal career growth.

7. Policy Implementation and Revision

This policy has been approved by the Strategy and ESG Committee and shall come into effect as of the date of its publication. The Company undertakes to conduct timely reviews and revisions in accordance with the latest laws and regulations to ensure the suitability, adequacy, and effectiveness of this policy. This policy is prepared in both Chinese and English versions; where there are discrepancies between the Chinese and English versions, the Chinese version shall prevail.

This policy will be fully communicated to all employees of the company via the internal information network, and will be reinforced through training to enhance awareness and ensure its effective implementation across all staff members.