Labor Rights Protection Policy

1.Purpose

Shenzhen Highpower Technology Co., Ltd. (hereinafter referred to as "Highpower Technology" or "the Company") upholds the core values of “delight customers, open-minded and shared success, dedication to details, always improve”. The Company is committed to strengthening its foundation, exploring innovation, and implementing a corporate labor rights protection policy that emphasizes compliance with laws and regulations, the protection of employee rights, and the creation of a harmonious workplace. Our objective is to further safeguard employees' fundamental rights, enhance their benefits, and cultivate a work environment that is safe, healthy, comfortable, nurturing, and harmonious.

The Company is dedicated to adhering to the core conventions of the International Labour Organization (ILO), international human rights standards, and local labor rights laws and regulations in all locations where it operates. These include, but are not limited to, the Universal Declaration of Human Rights, the Declaration on Fundamental Principles and Rights at Work, 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 Personal Information Protection Law, the Law of the People's Republic of China

on the Protection of Personal Information, and The Company Law of the People's Republic of China.

2. Applicable Scope

2.1 This policy applies to all operational activities of Highpower Technology and its subsidiaries. We encourage all Highpower Technology employees, as well as external stakeholders such as suppliers and customers, to comply with this policy.

2.2 Given the variations in applicable laws and regulations across different countries and regions, in cases where there is a discrepancy between the provisions of this management policy and local laws and regulations where the Company operates, the provisions shall be implemented in accordance with the local laws and regulations. In instances where there is no explicit requirement in the local laws and regulations, this management policy shall prevail.

3. Equal Employment Opportunity and Anti-harassment Policy

3.1 The Company strictly adheres to the Labor Law of the People's Republic of China and relevant laws and regulations, as well as local laws and regulations in its operational locations. Additionally, the Company complies with international norms, such as the International Labour Organization (ILO) Convention, to foster a friendly and harmonious work environment. We uphold

the principles of equal employment opportunity and zero tolerance for discrimination. Throughout the recruitment process, we uphold the principles of transparency and fairness by publicly disclosing job qualification requirements, implementing impartial interview standards and procedures, treating all applicants equally, and recruiting talent based on merit. The Company prohibits discrimination against any candidate based on age, disability, nationality, gender, marital status, ethnicity, political affiliation, race, religion, sexual orientation, or union membership status. Furthermore, the Company shall not mandate pregnancy tests or medical examinations (except when required by applicable laws and regulations for workplace safety), nor shall it discriminate against any candidate based on the results of such tests.

3.2 The Company opposes workplace harassment and abusive management, ensuring that employees are not subjected to harassment or aggressive management practices, including but not limited to corporal punishment, psychological abuse, verbal aggression, physical abuse, obscene language, sexual harassment, workplace bullying, intimidation, threats, and religious harassment.

3.3 The Company conducts regular workplace training on anti-abusive conduct, anti-harassment, and anti-aggression for all employees. We have established appropriate reporting procedures to address instances of discrimination, harassment, and aggression seriously. Any individuals found

engaging in discriminatory, harassing, or aggressive behavior will be subject to strict disciplinary action, and cases involving suspected criminal activity will be referred to the relevant judicial authorities for investigation and prosecution.

4. Prohibition of Child and Forced Labor

4.1 The Company shall conduct recruitment in strict accordance with the relevant laws and regulations of the countries or regions where it operates, firmly prohibiting forced or child labor. This encompasses measures to prevent any form of involuntary labor, ensuring that all work is undertaken on a purely voluntary basis. Involuntary labor includes activities such as transporting, concealing, recruiting, transferring, accepting, or hiring individuals for the purpose of exploitation, through means of coercion, threats, abduction, fraud, or payment to exert control over another person. Under no circumstances shall any original government-issued identification, passports, or travel documents be confiscated by the Company. Furthermore, the Company must ensure that the terms of employment in contracts with workers are clearly articulated in a language understood by the employees.

4.2 The Company unequivocally prohibits trafficking in persons or the use of any form of slave labor, forced labor, bonded labor, indentured labor, or prison labor.

4.3 The Company strictly prohibits the employment of child labor. The use of child labor is prohibited at any stage of its operations and in all locations. Child

labor is defined as individuals under the age of 16 who have not reached the minimum age for employment in the country or region where they are working, or who have not reached the age of completing compulsory education as required by the country or region where they are working. Young worker refer to individuals aged 16 or above but under 18, whereas regular employees employed by the Company are individuals who have reached the age of 18.

5. Employee Compensation and Promotion

5.1 The Company upholds fairness and equality in all aspects of employee compensation, training, promotion opportunities, and performance management, without discrimination based on race, religious beliefs, gender, nationality, age, marital status, disability, or sexual orientation.

5.2 The Company adheres to the principle of equal pay for equal work, ensuring that employees receive compensation in accordance with the laws and regulations of the countries and regions where the Company operates. The wage structure is managed with varying policies based on job grades and positions.

5.3 The Company has implemented a performance-based compensation system to reward all employees for their contributions to the Company's growth and to incentivize their personal and professional development alongside the Company.

5.4 Regarding promotion management, the Company adopts an open, fair, and transparent approach, establishing a systematic promotion process that is continuously refined to identify and recognize outstanding talent within the organization, thereby facilitating personal growth and career advancement.

5.5 The Company communicates changes in salary and job positions to employees as needed and establishes a clear procedure for employees to voice any concerns or objections regarding their compensation or job roles. This ensures that employees have a channel to raise complaints or grievances with the Company.

6. Employee Rights and Human Rights Protection

6.1 Anti-discrimination: The Company strictly adheres to relevant laws and regulations both domestically in China and internationally, firmly safeguarding the human rights of every employee. All employees, regardless of gender, nationality, religion, race, or ethnicity, are fully respected within the Company.

6.2 The Company pledges to implement its employment policies, including working hours, vacation entitlements, recruitment, and termination, in accordance with applicable national laws and regulations. Employment contracts are signed with all employees in compliance with local laws and regulations.

6.3 The Company respects and upholds the freedom of association, allowing employees the right to freely and voluntarily establish and join groups to advocate for and protect their professional interests, provided they comply with relevant laws and regulations. Employees are free to associate and assemble without fear of retaliation, intimidation, or harassment.

6.4 The labor union serves as the representative of employees' interests and acts as the primary liaison between the Company and its employees. Employees may present their demands through the labor union and engage in negotiations with the Company's management on matters concerning their immediate interests. All company employees are eligible to join the labor union.

6.5 The Company is committed to upholding and safeguarding human rights, endeavoring to identify, mitigate, and prevent human rights risks within our business operations and supply chain. This commitment is in line with internationally recognized standards and principles, including the International Labour Organization (ILO) Core Conventions and the United Nations Universal Declaration of Human Rights.

7. Employee Benefits and Welfare

The Company strives to cultivate a joyful and harmonious work environment for its employees, actively constructing recreational facilities and organizing diverse cultural activities to promote work-life balance and enhance employees'

sense of identification, belonging, and satisfaction. The Company proactively offers a range of benefits to all employees, including but not limited to holiday events, seasonal gifts, benefits for meeting sales targets, birthday gifts, participation in the five social insurance programs and housing fund, as well as team-building activities. Recognizing the significance of work-life balance, the Company provides amenities such as indoor basketball courts, dance studios, fitness rooms, and organizes fitness activities to support employees' well-being. Employees are encouraged to form or join interest groups, participate in holiday cultural events, and engage in occasional interest-based activities to enrich their lives. The Company also prioritizes the family lives and well-being of its employees by offering various forms of support, including free dormitory accommodations, home purchase loans, and other preferential measures to address housing concerns. Additionally, special consideration is given to the rights and interests of female employees, with provisions for paid prenatal check-up leave, maternity leave, nursing breaks, and the establishment of lactation room to ensure a safe and comfortable environment for breastfeeding employees.

8. Employee Growth and Development

The Company has established the "Highpower online learning platform", to foster a culture of continuous learning and development within the organization. It encourages employees to enhance their skills and abilities

through ongoing education, with the aim of bolstering overall team effectiveness. Annually, the Company conducts comprehensive research to design a training program that addresses various facets of development, including management skills, technical proficiency, industry knowledge, and professionalism. The Company offers all employees access to three major course categories encompassing general skills, technical expertise, and leadership, which include induction training, foundational skill-building sessions, specialized skill training, and leadership development programs.

9. Employee Health and Safety

The Company fully complies with the provisions outlined in the Law of the People's Republic of China on Prevention and Control of Occupational Diseases, as well as other pertinent laws and regulations pertaining to workplace safety. It upholds the occupational health and safety policy of "Safety First, Prevention First, Comprehensive Management, and People-oriented," rigorously enforcing measures for the control of hazardous substances and ensuring sufficient investment in the prevention and control of occupational diseases. Recognizing the importance of enhancing the working environment and safeguarding employees' occupational health, the Company considers the enhancement of workplace conditions and the protection of employee health as top priorities. It continuously enhances occupational disease prevention facilities to foster a healthy and safe working environment

for all employees.

10. Democratic Communication and the Right to Lodge Complaints

The Company upholds employees' democratic rights and freedom of expression, fostering an environment where employees are encouraged to voice their personal opinions and ideas. The Company actively listens to employee feedback, prioritizes their needs, and values their input, providing both online and offline communication channels to facilitate open dialogue and prompt responses. Online communication platforms include the DingTalk enterprise app, a dedicated service hotline, suggestion boxes, and employee satisfaction surveys, while offline channels encompass staff meetings, face-to-face interactions at the Employee Service Center, and specialized interviews and discussions. Furthermore, The company's labor union regularly hosts communication sessions for employee representatives, enabling them to contribute to the formulation of company policies and regulations pertaining to significant employee interests. This approach effectively upholds employees' rights to information, participation, and oversight.

Shenzhen Highpower Technology Co., Ltd.

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