HYPER STRONG

HUMAN RIGHTS POLICY

Empowering a Sustainable Future



Human Rights Policy

Beijing HyperStrong Technology Co., Ltd. (hereinafter referred to as "HyperStrong" or the "Company") has always adhered to its core values of "Integrity, Innovation, Engagement, and Harmony," continuously creating a fair and just working environment for employees and partners, strictly complying with international human rights standards, respecting employees' fundamental rights, opposing all forms of discrimination and exploitation, and aspiring to become a "world-leading innovator in energy technology." To better realize the Company's vision, this Policy is hereby formulated.

This Policy applies to Beijing HyperStrong Technology Co., Ltd. and all branches and subsidiaries within the scope of its consolidated financial statements. It applies to all aspects of the Company's operational activities, including production and operations, products and services, logistics and distribution, and waste management. It applies to all employees of the Company, including full-time employees, temporary workers, apprentices, student workers, contract workers, and other types of personnel both domestically and internationally, and requires all partners to actively comply with this Policy or similar policy requirements.

Compliance with Laws and International Conventions

Respecting human rights is a core value of HyperStrong. The Company complies with laws and regulations related to human rights protection in the locations where it operates, as well as international conventions, including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the ILO Declaration on Fundamental Principles and Rights at Work.

HyperStrong bears responsibility toward its employees, and is committed to minimizing the impact of its business on the environment and assuming related responsibilities.

Prohibition of Child Labor

HyperStrong does not accept any form of child labor. The Company will not employ any child below the legal minimum working age in any country or local jurisdiction. Employees under the age of 18 may only engage in work that meets the legal requirements of the country where they work (such as working hours and working conditions) and must meet

education or training-related requirements. The Company verifies the age and identity information of applicants during recruitment and hiring to ensure that employees meet the minimum working age requirements under applicable laws, and retains relevant verification records.

The Company undertakes to verify applicants' age certification materials prior to employment. Before employment, the Company will initiate a "Personal Information Collection Application" to proposed hires and, after lawfully obtaining their authorization and consent, collect copies of relevant materials such as personal identity information, degree certificates, and graduation certificates to verify whether they have reached the legal age of adulthood. The above information is used solely for recruitment qualification review and is processed in accordance with the principles of legality, legitimacy, and necessity.

Prohibition of Forced Labor

HyperStrong does not accept any form of forced labor or compulsory labor. All labor must be voluntary. The Company strictly prohibits any form of forced labor, including debt bondage, indentured servitude, military servitude, modern forms of slavery, and any form of human trafficking.

The Company prohibits withholding, retaining, or restricting employees' use of personal identification documents in any form, and shall not use such means to restrict employees' freedom.

The Company identifies potential human rights risks such as child labor, forced labor, and human trafficking through recruitment management, employee communication, and daily management, and promptly takes preventive, corrective, and remedial measures for identified risks.

The Company regularly conducts human rights awareness training or publicity related to child labor, forced labor, and human trafficking to improve employees' ability to identify and prevent related risks.

Diversity and Inclusion

HyperStrong advocates building an inclusive working environment and rejects any form of discrimination or harassment, whether based on gender, racial origin, nationality, 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 qualifications, performance, skills, and experience.

In human resource management processes such as recruitment, hiring, job placement, training, performance evaluation, career development, and promotion, the Company adheres to the principles of fairness, justice, and equality, using employees' qualifications, abilities, performance, skills, and experience as the main evaluation criteria, and avoiding unfair treatment based on legally protected characteristics such as gender, age, race, nationality, social origin, religion, and disability.

The Company strengthens employees' awareness and prevention of discrimination and harassment through employee training, publicity, and daily management. The Company actively creates an inclusive and equal working environment, provides necessary work support for employees with disabilities, and continuously improves the convenience of the working environment and related facilities according to actual work needs.

Freedom of Association and Collective Bargaining

HyperStrong recognizes and respects the rights of all employees to freedom of association, collective bargaining, and labor-management negotiations under applicable law. The Company establishes employee communication and exchange mechanisms, regularly communicates with employees and employee representatives through employee representatives, employee forums, and feedback, understands employees' opinions and suggestions on working conditions, compensation and benefits, career development, and the working environment, and provides feedback and handling of relevant opinions. Employees participating in negotiations as representatives shall not receive preferential treatment or be placed at a disadvantage as a result.

Compensation and Benefits

HyperStrong undertakes to pay all employees a living wage not lower than that required for their own and their families' basic livelihood. The Company determines employee compensation based on local industry standards, labor market salary levels, minimum wage requirements, and living wage reference standards, ensuring that employees receive reasonable remuneration that meets basic living needs such as food, housing, clothing, healthcare, transportation, and education.

The Company undertakes that actual employee compensation levels are higher than the applicable local living wage standards, and regularly benchmarks against publicly released living wage reference standards in each operating location, conducting compensation level comparisons and assessments to ensure that employee compensation continuously meets and exceeds living wage requirements.

The Company adheres to the principle of "equal pay for equal work," providing fair and reasonable compensation to employees engaged in the same or equivalent work, without unreasonable compensation differences based on gender or other legally protected personal characteristics. The Human Resources Department organizes an annual gender pay gap review and monitoring to verify the compensation of male and female employees, ensuring the full implementation of the equal pay for equal work principle and eliminating gender-based pay differences.

The Company undertakes to pay employee salaries on time and in full, and clearly informs employees of salary payment standards. Basic compensation is accounted for separately from additional remuneration such as bonuses and overtime pay. At the same time, the Company undertakes to guarantee employees the right to paid annual leave in accordance with labor laws or Company policies, and such leave shall not affect their wages or social security.

The Company undertakes that, with respect to overtime compensation, it strictly implements the standards stipulated in Article 44 of the Labor Law of the People's Republic of China.

Working Hours

The Company provides reasonable work arrangements for employees based on the nature of different positions, actual business conditions, and employee needs, while complying with national laws and regulations and Company management requirements. Under special weather, natural disasters, or other special working environments, the Company may implement appropriate flexible work arrangements based on actual conditions, allowing employees to reasonably adjust working hours and ensuring employees' work safety and basic rights.

Training and Development

HyperStrong values talent cultivation and development, and is committed to providing employees with abundant training opportunities and fair promotion channels to support career development.

Health and Safety

In accordance with HyperStrong's occupational health and safety policies, regulations, and industry standards, the Company provides employees with a safe working environment and good working conditions conducive to physical health, protects employees' health, and prevents accidents, physical and mental injuries, and work-related diseases. The Company also requires contractors and all relevant personnel at the workplace to comply with equivalent safety and health standards, ensuring that every employee working at Company sites is protected. The Company requires security personnel and other relevant personnel at the workplace to perform their duties in accordance with law and in a civilized manner, and shall not restrict the personal freedom of employees and relevant personnel through violence, threats, intimidation, illegal detention, or other improper means.

Privacy Protection

HyperStrong respects the privacy of all individuals and keeps the personal data of these individuals held by the Company confidential. The Company has formulated a data privacy policy to protect the data of employees, customers, and suppliers. The Company's data protection management department ensures compliance with corresponding data protection regulations.

Human Rights of External Stakeholders

HyperStrong respects and protects the human rights of external stakeholders that may be involved within its operational scope. The Company pays attention to the lawful rights and interests and cultural traditions of indigenous groups and local communities in the locations where it operates, and undertakes to comply with national laws in project operations and resource utilization, respect community culture and lifestyle, actively communicate and consult, avoid negative impacts, and promote win-win community development through public welfare and cooperation.

Due Diligence

To comply with international human rights standards, national laws and regulations, and Company rules, HyperStrong conducts human rights due diligence to identify, assess, and address situations in its business activities and supply chain that may cause or contribute to actual or potential adverse human rights impacts, thereby fulfilling its responsibility to respect and protect human rights. The Company conducts regular human rights risk identification and assessment. It identifies potential human rights risks based on business activities, operating regions, employee groups and supply chain conditions. The risk scope covers forced labour, human trafficking, child labour, discrimination and other issues,

covering permanent employees, women, minors and third-party contract workers.Meanwhile, the Company develops a formal human rights risk register and risk map, and conducts periodic reviews and updates of the risk map. It adjusts risk identification and assessment results in a timely manner in response to business changes, risk incidents and feedback from relevant stakeholders.

Based on the results of human rights risk identification and assessment, the Company takes corresponding preventive, mitigating, corrective, and remedial measures for identified key risks, and conducts human rights-related reviews or audits as appropriate, tracking the rectification and improvement of relevant risks.

Mass Layoffs

The Company strictly handles mass layoffs in accordance with legal provisions, meets the substantive conditions and procedural requirements stipulated in the Labor Contract Law, and pays corresponding compensation in accordance with law. First, in accordance with legal provisions, the Company shall prioritize retaining the following personnel: (1) those who have concluded relatively long-term fixed-term labor contracts with the Company; (2) those who have concluded open-ended labor contracts with the Company; (3) those whose families have no other employed members and who have elderly persons or minors to support.

In addition, Paragraph 3 of Article 41 stipulates: "If an employer that reduces personnel in accordance with the provisions of Paragraph 1 of this Article recruits personnel again within six months, it shall notify the reduced personnel and give priority to recruiting the reduced personnel under equal conditions."

The Company pays economic compensation to workers in accordance with Article 46, Item (4) of the Labor Contract Law, with specific standards according to Article 47: Economic compensation shall be paid to the worker based on the number of years the worker has worked for the employer, at the rate of one month's wages for each full year. For periods of six months or more but less than one year, it shall be counted as one year; for periods of less than six months, the worker shall be paid half a month's wages as economic compensation. If the worker's monthly wage is higher than three times the average monthly wage of employees in the previous year as published by the people's government of the municipality directly under the Central Government or the city divided into districts where the employer is located, compensation shall be paid at three times that amount, and the period for which compensation is paid shall not exceed twelve years.

Transition Plan for Retiring and Departing Employees

The Company undertakes to design a transition plan for retiring and departing employees. For employees planning to retire, retirement planning shall be carried out six months in advance, assisting in the preparation of relevant documents and materials, and standardizing retirement procedures. For employees planning to continue working, targeted retraining and job transfer support shall be provided to facilitate a smooth transition. This plan aims to protect employees' lawful rights and interests and promote orderly personnel succession and organizational stability.

Remediation and Grievance Mechanism

HyperStrong adopts a "zero tolerance" attitude toward any form of discrimination or harassment. Once relevant violations are verified, the Company will, in accordance with its rules and regulations and depending on the severity of the circumstances, take corresponding corrective measures and disciplinary actions, including counseling and education, written warning, job adjustment, and performance penalty. In serious cases, the Company will terminate the employment relationship in accordance with laws and regulations or Company rules. At the same time, necessary support will be provided to victimized employees in a timely manner, improper conduct will be stopped from continuing, and similar incidents will be prevented from recurring.

HyperStrong has established relevant procedures to assess business activities that may cause adverse human rights impacts and, based on the assessment results, take corresponding adjustment, suspension, or rectification measures to prevent, mitigate, or eliminate adverse human rights impacts arising from its business activities.

When it is identified that HyperStrong's activities or internal events cause or may cause adverse human rights impacts on employees and relevant parties, the Company will promptly take effective actions to prevent and mitigate the relevant negative impacts. For human rights harm that has occurred, a smooth grievance channel is established, and investigations are conducted in accordance with the principles of fairness and transparency. For Company activities identified as causing or exacerbating human rights impacts, the Company takes remedial actions in the form of economic and non-economic compensation to mitigate negative impacts.

Any organization or individual within HyperStrong has the obligation to truthfully and accurately report and feed back human rights risks and violation information related to the Company's business management activities. At the same time, employees, suppliers, business partners, customers, local communities, indigenous groups, supplier employees, and other stakeholders may, through email, anonymously or by real name, feed back to or report to the Company any incidents violating this Policy or concerns about this Policy, including but not limited to child labor, forced labor/human trafficking, discrimination, harassment, employee recruitment, freedom of association, and working conditions. Employees participating in employee communication, collective consultation, or raising opinions and suggestions in accordance with law shall not be subject to discrimination, retaliation, or other unfavorable treatment as a result.

Whistleblowing Channels

Reporting Hotline: 010-56352618
Reporting Email: jubao@hyperstrong.com (China)
feedback@hyperstrong.com (Overseas)
Mailing Address: C-F13, Building 2, No.9 Fenghao East Road, Haidian District, Beijing P.R.China

Supplementary Provisions

This Policy shall take effect on the date of publication and shall be reviewed annually. It is drafted, interpreted, and revised by the Human Resources Center of HyperStrong. The Company will implement relevant oversight measures, regularly review, and update and revise this Policy as appropriate.

Beijing HyperStrong Technology Co., Ltd.
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2nd Edition
The final right of interpretation belongs to Beijing HyperStrong Technology Co., Ltd.