

Anti-Discrimination and Anti-Harassment Policy and Statement

I. Policy Purpose and Commitment

Wison Engineering Services Co. Ltd. (the "Company") is committed to fostering an inclusive, equitable, respectful, and safe workplace for all employees and related personnel, enabling every team member to contribute their talents and achieve both personal development and the Company's shared growth in an environment free from discrimination and harassment.

The Company respects the dignity and rights of every individual and believes that diversity and inclusion are the foundation of the Company's development. The Company maintains a zero-tolerance approach to discrimination, harassment, retaliation, and related misconduct. Any such conduct will be addressed seriously and may result in disciplinary action, up to and including termination of employment. The Company is committed to safeguarding the dignity, rights, and safety of every employee.

II. Scope of Application

This anti-discrimination and anti-harassment policy and statement (the "Policy") applies to the Company's directors, management, all employees (including full-time, part-time, temporary employees, and interns), job applicants, as well as outsourced personnel, consultants, contractors, and other individuals working in connection with the Company's business activities.

The Policy applies to the Company, its applicable branches, subsidiaries, and entities under its operational and management control.

The Policy applies to all work-related settings, including but not limited to: Company offices, project and construction sites, client premises, business travel locations, online working platforms and Company-organized or Company-sponsored meetings, training sessions, and social events.

The Policy also prohibits employees from engaging in discriminatory or harassing conduct toward colleagues or other protected persons outside the workplace.

III. Definitions of Prohibited Conduct

1. Discrimination

Discrimination refers to unfair treatment in employment terms, conditions, or privileges based on one or more protected characteristics, including but not limited to race, color, sex, religion, political opinion, national origin, or social origin.



Such conduct may occur in recruitment, hiring, termination, promotion, discipline, work assignments, training, compensation decisions, or other employment-related activities.

2. Harassment

Harassment refers to unwelcome conduct, comments, or behavior that is offensive, insulting, or intimidating and that has the purpose or effect of violating another person's dignity or creating a hostile, humiliating, offensive, or uncomfortable work environment.

Examples of harassment include, but are not limited to:

- (a) Derogatory racial remarks, slurs, or displays of racially offensive symbols or signals;
- (b) Inappropriate comments about an individual's private life or lifestyle;
- (c) Direct or implied threats;
- (d) Deliberate interference with or sabotage of another person's work.

3. Sexual Harassment

Sexual harassment refers to any unwelcome conduct of a sexual nature that interferes with work performance, becomes a condition of employment, or creates an intimidating, hostile, or offensive work environment. Such conduct may reasonably be expected or perceived to cause offense or humiliation.

The Company strictly prohibits all forms of sexual harassment, including but not limited to:

- (a) Unwelcome sexual advances, requests for sexual favors, or other conduct of a sexual nature, whether verbal, non-verbal, written, or physical;
- (b) Requests for sexual favors in exchange for employment-related benefits, such as promotion, continued employment, or favorable treatment;
- (c) Displaying, publishing, transmitting, or sharing sexually suggestive or offensive images, videos, written materials, or jokes;
- (d) Unnecessary physical contact, invasion of personal space, touching, or sexually suggestive gestures.

4. Retaliation

The Company prohibits retaliation against any individual who:

- (a) In good faith reports discrimination or harassment;
- (b) Assists in an investigation or provides evidence;
- (c) Opposes conduct that violates the Policy.

Examples of retaliation include, but are not limited to: dismissal or termination, demotion, denial of promotion opportunities, unfavorable reassignment and additional harassment or discriminatory treatment.



IV. Responsibilities of All Employees

Every employee is responsible for:

- Treating colleagues and other relevant parties with respect and professionalism;
- Reading, understanding, and complying with the Policy;
- Promptly reporting any observed or suspected discriminatory or harassing conduct;
- Cooperating with any investigation conducted by the Company.

V. Complaint and Reporting Procedures

The Company encourages employees to report any conduct that may constitute discrimination or harassment. Multiple reporting channels are available, including anonymous reporting options:

Email: report2compliance@wison.com

Mailing Address: 699 Zhongke Road, Zhangjing, Pudong New Area, Shanghai 201203

The Company has established a formal escalation and complaint handling process for harassment-related cases, which defines the procedures, responsible parties, and operational rules for complaint receipt, investigation, resolution, and remediation.

VI. Investigation and Confidentiality

The Company will promptly, thoroughly, and impartially investigate any complaint in accordance with its investigation procedures and will take appropriate actions based on the investigation results.

All employees are expected to cooperate with investigations conducted under the Policy. Failure to cooperate may result in corrective or disciplinary action, depending on the circumstances.

Throughout the investigation and resolution process, the Company will maintain the confidentiality of complaints, reports, and investigation materials to the extent reasonably practicable and will make every effort to protect the privacy of all individuals involved.

VII. Disciplinary Measures

Where an investigation confirms that discrimination, harassment, or sexual harassment has occurred, the Company will take corrective, remedial, or disciplinary action in accordance with applicable laws and regulations, Company policies, and the Employee Handbook.

Depending on the severity of the violation, measures may include but not limit to counseling and reminders, formal warnings, job reassignment, demotion, and termination of employment.



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Where conduct is suspected to violate criminal laws or regulations, the matter will be referred to the appropriate authorities for further action.

VIII. Policy Training

The Company communicates its anti-discrimination, anti-harassment, and anti-retaliation requirements through onboarding programs, periodic training, targeted awareness campaigns, and other appropriate methods.

These initiatives are intended to help employees recognize, prevent, report, and respond appropriately to discrimination and harassment.

The Company will generally conduct at least one related training session or awareness program annually.