



Human Rights and Labour Protection Commitment

1. Purpose and Principles

Wison Engineering Services Co. Ltd. (the "Company") respects internationally recognized human rights and labour rights and is committed to providing employees with a fair, dignified, and mutually respectful working environment. The Company takes reference to the Universal Declaration of Human Rights, the Guiding Principles for Business and Human Rights, and the relevant standards of the International Labour Organization (ILO) concerning Fundamental Principles and Rights at Work, and complies with the applicable laws and regulations of China and the jurisdictions where it operates.

2. Scope of Application

The human rights and labour protection commitment (the "Commitment") applies to all employees of the Company and its subsidiaries. The Company also expects its contractors, subcontractors, suppliers, and other business partners to comply with applicable human rights and labour laws and regulations. Based on the nature of the business relationship, level of risk, and degree of influence, the Company will progressively promote these requirements among relevant business partners.

3. Human Rights and Labour Protection Commitments

- The Company prohibits child labour, human trafficking, and all forms of forced or involuntary labour and complies with statutory minimum employment age requirements.
- The Company provides fair compensation and benefits in accordance with applicable laws and regulations, complies with requirements relating to working hours, overtime, rest periods, and leave, takes measures to prevent excessive overtime, and provides overtime compensation and paid leave as required by law.
- The Company upholds the principles of equal employment opportunity and fair remuneration. It does not apply unjustified differences in compensation based on factors unrelated to work, such as gender, race, or nationality. The Company prohibits any form of discrimination, harassment, workplace bullying, or other inappropriate treatment based on gender, age, race, color, religion, nationality, disability, marital status, or any other personal characteristic unrelated to work.



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- In the event of large-scale layoffs or termination of employment, the Company will communicate with affected employees in accordance with applicable laws and regulations and provide legally required notice and related protections.
- The Company respects employees' lawful rights to freedom of association and collective bargaining and seeks employee feedback through labour unions, employee representatives, employee communication channels, and grievance mechanisms.

4. Governance, Review, and Disclosure

The Company's management is responsible for overseeing the implementation of the Commitment.

The Commitment shall take effect upon approval by the Company's management. The Company will review and update the Commitment as appropriate in response to changes in laws and regulations, business activities, workforce composition, and risk profiles. The Company may publicly disclose the Commitment and related progress through its website, ESG reports, or other appropriate communication channels.

Wison Engineering Services Co. Ltd.

Executive Director, Chairman and Chief Executive Officer

Zhou Hongliang