Tongwei Co., Ltd.

Anti-harassment and Anti-discrimination Commitment and Policy

Anti-harassment and Anti-discrimination Commitment

Tongwei Co., Ltd (hereinafter referred to as "Tongwei" or the "Company") is committed to upholding both commercial value and social responsibility, and is dedicated to conducting business with higher ethical standards. Tongwei always insists the operation principles of "Honesty, Trust, Fairness, and Excellence", strictly observes the red line. It commits to building a working environment where all employees are respected and honored, making a stand against any discrimination, harassment and other humiliation, and applying zero tolerance to any harassment, discrimination and humiliation incurred in the workplace and during operation.

The commitment and policy apply to the staff of Tongwei and its subsidiaries. Suppliers and partners of Tongwei are also inspired to adopt and follow the commitment and policy.

Anti-harassment and Anti-discrimination Policy

- To prevent discrimination against nation, race, gender,religion, etc, Tongwei insists on the principle of equal employment between men and women, and observes the principles of fairness, openness, and justice.
- Tongwei is committed to creating an inclusive, fair, caring and friendly workplace, ensuring the employee's development and growth in an environment of mutual respect, and preventing harassment or discrimination in any form (including offense, humiliation, discrimination, hostility, sexual harassment, and other misconducts).
- Tongwei will take harassment and discrimination seriously, and include such acts in the moral supervision and audit to the employee. When the harassment (if any) constitutes a crime, the Company will hand over the case to the Public Security Bureau according to law. If not, the Company will deal with the case in accordance with the *Award and Punishment System of Tongwei Co., Ltd.*
- Tongwei devotes itself to creating a sound social atmosphere, positively promoting the employees' awareness of anti-harassment and anti-discrimination, providing training on anti-harassment and anti-discrimination at workplace to all stakeholders, and inspiring its

suppliers and partners to take positive measures to eliminate harassment and discrimination during its operation.

- Each employee of Tongwei is the operator and supervisor of its "Anti-harassment and Anti-discrimination Policy" and is also responsible for reporting violation issues according to provisions.
- Each stakeholder may appeal any case of violating the commitment and policy or other rules of Tongwei via reporting channels at any time.

How to Appeal

The Whistle-blowing Center is set up by the Supervision Department of Tongwei Group, to accept reporting/complaints about a variety of misconducts, and inspire the employees to report and provide comments and suggestions to discipline and regulation violations. Special circumstances, if any, may be directly reported to the Board of Supervisors and the Board of Directors.

The Company advocates real-name reporting. The Supervision Department of Tongwei Group and the HR Department of Tongwei must strictly safeguard the legal rights and interests of the informants. The onymous informants will be awarded, if the reported issue is verified by investigation and is of some value.

Whistle-blowing Channels:

- Hotline of the Supervision Department: (028)86168834, (028)86168838
- Tel: 15608175053 (the same for WeChat ID)
- QQ: 2461011915
- Email: jcb@tongwei.com
- Mailing address: Supervision Department, Tongwei International Center, No.588, Middle Section of Tianfu Avenue, High-tech Zone, Chengdu, Sichuan Province

The Company attaches importance to protecting the informants, setting up a complete reporting mechanism and system, clearly defining protection of the informants' rights and interests, keeping the informants' information strictly confidential, and eliminating revenge in any form.

CEO: Shuqi Liu

Tongwei Co., Ltd.

Date: August 2023

Remarks:

1.The company encourages and supports suppliers and partners to adopt and implement additional principles and policies, provided that they do not conflict with this policy.

2.The company's business operations strictly comply with the local laws and regulations. In the absence of specific local legal requirements, this policy shall be followed.

3.This document is interpreted and revised by Tongwei Co., Ltd. The company will update the document in a timely manner based on domestic and international policies, regulatory requirements, and industry developments. In the event of any inconsistencies between the Chinese and English versions of this document, the Chinese version shall prevail.