

Statement of Human Rights Policy of Zhen Ding Technology Holding Limited

Our Promise

We are committed to uphold human rights for all of our stakeholders and to ensure ongoing identification, monitoring and management of human rights risks. All of our operation sites comply with applicable labor and employee employment laws. We are also committed to follow the principles of the United Nations' Universal Declaration of Human Rights, the United Nations' International Covenant on Civil and Political Rights, the United Nations' International Covenant on Economic, Social and Cultural Rights, the International Labor Convention, the Responsible Business Alliance (RBA) Code of Conduct, and UN Guiding Principles for Business and Human Rights (UNGPs) in the formulation of the "Statement of Human Rights Policy of Zhen Ding Technology Holding Limited".

Zhen Ding Tech commits to regularly review and evaluate relevant human rights policies and practices, and to conduct due diligence. We voluntarily comply with and collect information on all social laws of competent authorities as well as customer requirements to ensure that we identify and address any potential human rights issues at all our global operation sites. Zhen Ding takes additional measures to ensure that all employees are voluntary and strictly prohibits any form of forced, prison or compulsory labor. In addition, Zhen Ding establishes unobstructed employer-employee communication channels to provide a complaint mechanism, and we initiate immediate investigation procedures and implement relevant improvement measures in any situation of human rights violations. At the same time, we have established the "Supplier Social Responsibility Code of Conduct" to ensure that our supply chain partners (including contractors) work together to protect human rights.

Scope of Statement

This policy applies to all employees, subsidiaries, business partners, suppliers, and contractors of Zhen Ding Technology Holding Limited.

Basic Principles

- **Providing a safe and healthy work environment**

Each operation site complies with labor and environmental laws and regulations set by the local competent authorities to ensure reasonable working conditions, as well as a safe and healthy working environment for our employees.

- **Prohibition of forced labor, and human trafficking, and child labor**

Forced or compulsory labor, human trafficking, and child labor are strictly prohibited.

- **Equal employment, anti-discrimination, equal pay for equal work**

We are committed to creating and providing equal work opportunities without discrimination regardless of nationality, race, ethnicity, skin color, age, gender, gender identity, disability, pregnancy status, marital status, religion, political affiliation, and union status.

- **Zero violence and humane treatment in the workplace**

Any form of violence or harassment, including sexual harassment, sexual abuse, physical punishment, physical or mental coercion, verbal abuse, and threats are strictly prohibited.

- **Freedom of association and collective bargaining**

By providing a workplace where our employees can freely express, share concerns or make suggestions, everyone has the right to form and join (or not join) union groups. We also respect employees' rights to bargain collectively and to engage in peaceful assemblies in accordance with related regulations.

- **Value chain responsibility**

We expect our suppliers to share the same business mission and to operate in accordance with Zhen Ding's principles and requirements, as applicable. (e.g., Supplier Code of Conduct).

- **Communication**

We provide an open platform through various communication channels to initiate an investigation process immediately upon receipt of a complaint, and to develop improvement plans and implement remedial measures to reduce risks in the event of human rights violations. We will treat the identity of the complainant and the content of the complaint confidentially and prohibit any discrimination, retaliation, threat or harassment of the complainant.

Internal communication: Employee Service Center, suggestion boxes, and Care Hotline

External communication: whistleblowing email: zdt-report@zdtco.com; whistleblowing website (www.zdtco.com/tw/contact/report); and whistleblowing hotline: +886 3 383-5678

We communicate these internal and external mailboxes throughout our organization and to our suppliers to ensure that our employees and other stakeholders are aware of how to submit any grievances, complaints or suggestions.

Governance

The Sustainability Committee constituted by our Board members is committed to continuously enhance and uphold human rights by conducting regular reviews on Zhen Ding's overall operations, social responsibility, and environmental, safety and health performance.

沈慶芳

Chairman

Statement of Human Rights Policy of Avary Holding (Shenzhen) Co., Ltd.

Our Promise

We are committed to uphold human rights for all of our stakeholders and to ensure ongoing identification, monitoring and management of human rights risks. All of our operation sites comply with applicable labor and employee employment laws. We are also committed to follow the principles of the United Nations' Universal Declaration of Human Rights, the United Nations' International Covenant on Civil and Political Rights, the United Nations' International Covenant on Economic, Social and Cultural Rights, the International Labor Convention, the Responsible Business Alliance (RBA) Code of Conduct, and UN Guiding Principles for Business and Human Rights (UNGPs) in the formulation of the "Statement of Human Rights Policy of Avary Holding (Shenzhen) Co., Ltd."

Avary Holding commits to regularly review and evaluate relevant human rights policies and practices, and to conduct due diligence. We voluntarily comply with and collect information on all social laws of competent authorities as well as customer requirements to ensure that we identify and address any potential human rights issues at all our global operation sites. Avary Holding takes additional measures to ensure that all employees are voluntary and strictly prohibits any form of forced, prison or compulsory labor. In addition, Avary Holding establishes unobstructed employer-employee communication channels to provide a complaint mechanism, and we initiate immediate investigation procedures and implement relevant improvement measures in any situation of human rights violations. At the same time, we have established the "Supplier Social Responsibility Code of Conduct" to ensure that our supply chain partners (including contractors) work together to protect human rights.

Scope of Statement

This policy applies to all employees, subsidiaries, business partners, suppliers, and contractors of Avary Holding (Shenzhen) Co., Ltd.

Basic Principles

- **Providing a safe and healthy work environment**

Each operation site complies with labor and environmental laws and regulations set by the local competent authorities to ensure reasonable working conditions, as well as a safe and healthy working environment for our employees.

- **Prohibition of forced labor, and human trafficking, and child labor**

Forced or compulsory labor, human trafficking, and child labor are strictly prohibited.

- **Equal employment, anti-discrimination, equal pay for equal work**

We are committed to creating and providing equal work opportunities without discrimination regardless of nationality, race, ethnicity, skin color, age, gender, gender identity, disability, pregnancy status, marital status, religion, political affiliation, and union status.

- **Zero violence and humane treatment in the workplace**

Any form of violence or harassment, including sexual harassment, sexual abuse, physical punishment, physical or mental coercion, verbal abuse, and threats are strictly prohibited.

- **Freedom of association and collective bargaining**

By providing a workplace where our employees can freely express, share concerns or make suggestions, everyone has the right to form and join (or not join) union groups. We also respect employees' rights to bargain collectively and to engage in peaceful assemblies in accordance with related regulations.

- **Value chain responsibility**

We expect our suppliers to share the same business mission and to operate in accordance with Avary Holding's principles and requirements, as applicable. (e.g., Supplier Code of Conduct).

- **Communication**

We provide an open platform through various communication channels to initiate an investigation process immediately upon receipt of a complaint, and to develop improvement plans and implement remedial measures to reduce risks in the event of human rights violations. We will treat the identity of the complainant and the content of the complaint confidentially and prohibit any discrimination, retaliation, threat or harassment of the complainant.

Internal communication: Employee Service Center, suggestion boxes, and Care Hotline

External communication: whistleblowing email: A-H-M@Avaryholding.com; whistleblowing website (www.avaryholding.com/contact.aspx); and whistleblowing hotline: +86-755-3381-0388.

We communicate these internal and external mailboxes throughout our organization and to our suppliers to ensure that our employees and other stakeholders are aware of how to submit any grievances, complaints or suggestions.

Governance

The Sustainability Committee constituted by our Board members is committed to continuously enhance and uphold human rights by conducting regular reviews on Avary Holding's overall operations, social responsibility, and environmental, safety and health performance.

沈慶芳

Chairman