

VSO ELECTRONICS CO., LTD.

Human Rights Policy

(This English translation is prepared in accordance with the Chinese version and is for reference purposes only. If there are any inconsistencies between the Chinese version and this translation, the Chinese version shall prevail.)

Vso Electronics Co., Ltd. upholds the principles and basic tenets of human rights protection as recognized by various international human rights conventions, including the **United Nations Global Compact (UNGC) Ten Principles**, the **Universal Declaration of Human Rights (UDHR)**, and the **International Labour Organization's Declaration on Fundamental Principles and Rights at Work**. Furthermore, we adhere to the legal requirements of the jurisdictions in which we operate. Based on the guiding principles of these conventions, we have established this Human Rights Policy.

This policy applies to Hongcheng Group and its subsidiaries. To implement the core principles of international human rights conventions, this policy aims to raise awareness of human rights and foster an environment of respect for human rights, ensuring that employees are treated with proper care. The guiding principles are as follows:

1. **Respect for Workplace Human Rights:** No employment of child labor; prohibition of any form of forced labor; creation of a harmonious labor-management environment.
2. **Respect for Employees' Basic Human Rights:** Advocacy of equality, promotion of workplace diversity and inclusion, and prohibition of any form of discrimination or behavior that demeans personal dignity.
3. **Provision of a Safe and Healthy Work Environment:** Implementation of preventive measures to reduce occupational risks and ensure employees' physical and mental well-being.
4. **Compliance with Labor Standards:** Provision of fair and reasonable wages and working conditions.
5. **Establishment of Diverse Communication Channels:** Provision of a grievance mechanism, with confidentiality and anonymity protections for complainants.
6. **Support for Freedom of Expression:** Provision of channels and an environment for free expression and respect for employees' freedom of assembly and association.
7. **Implementation of Information Security:** Compliance with privacy and information security regulations when collecting, processing, transmitting, and using personal information.