

SINENG Electric Co., Ltd.

Anti-Discrimination and Anti-Harassment Policy

1. Background and Objectives

SINENG Electric Co., Ltd. (hereinafter referred to as "SINENG Electric", "the Company", or "we") is committed to fostering a fair, inclusive, diverse, safe, and respectful workplace where the dignity and fundamental rights of every employee are respected. The Company opposes and prohibits all forms of discrimination and harassment and promotes an environment in which employees and relevant parties work and collaborate on the basis of equality, professionalism, and mutual respect.

2. Scope of Application

The Policy is applicable to SINENG Electric Co., Ltd. and its wholly owned and controlled subsidiaries incorporated into the Company's consolidated financial statements, covering all employees, interns, dispatched workers, contractors, supplier representatives, and other individuals entering the Company's workplaces. The Company also encourages suppliers and other business partners to respect the principles of equality, non-discrimination, and anti-harassment established under this Policy when conducting business activities with the Company.

3. Management Principles and Responsibilities

The Board of Directors and senior management of the Company oversee the Company's approach to diversity, equality, and inclusion and set a high premium on the *Labor Law of the People's Republic of China*, the *Employment Promotion Law of the People's Republic of China*, the *Law of the People's Republic of China on the Protection of Women's Rights and Interests*, and other applicable national laws and regulations governing labor employment, equal employment, workplace discrimination and sexual harassment, as well as relevant requirements applicable in the jurisdictions where the Company operates.

The Company's senior management is responsible for promoting the implementation of this Policy. Human Resources and other relevant functional departments shall, in accordance with their respective responsibilities, implement the applicable anti-discrimination and anti-harassment management requirements and conduct necessary follow-up on relevant feedback, reports, and handling measures.

4. Anti-Discrimination

4.1. Equality and Respect

The Company respects the dignity and fundamental rights of every employee and is committed to fostering a workplace characterized by mutual respect, fairness, equality, and inclusion. The Company evaluates talent based on objective factors such as capabilities, performance, job responsibilities, and contributions, and provides equal employment and development opportunities

to individuals from diverse backgrounds.

4.2. Prohibition of Discrimination

The Company adopts a zero-tolerance approach to discrimination and prohibits any discriminatory conduct based on race, color, religion, gender, sexual orientation, age, disability, nationality, social status, marital status, pregnancy or childbirth status, protected genetic information, or other personal characteristics. The Company upholds the principle of fairness in recruitment, hiring, promotion, training, compensation and benefits, and other aspects of employment management, and shall not discriminate or provide differential treatment on the basis of the factors described above.

5. Anti-Harassment

5.1. Prohibition of Harassment

The Company prohibits all forms of harassment, including sexual and non-sexual harassment. Harassment includes unwelcome verbal, written, physical, or other conduct based on race, color, religion, gender, sexual orientation, age, disability, nationality, or other personal characteristics, as well as conduct that may create a hostile, offensive, humiliating, coercive, or unsafe working environment.

5.2. Sexual Harassment

The Company prohibits all forms of sexual harassment, including unwelcome sexual advances, requests for sexual favors, sexually suggestive words or conduct, and any conduct involving the use of job position, managerial authority, or other influence to make the acceptance or rejection of such conduct a

condition of recruitment, promotion, compensation, job assignment, or other employment-related decisions.

6. Reporting, Investigation and Handling

The Company encourages employees and relevant parties to promptly report suspected acts of discrimination or harassment. Upon receiving relevant feedback or reports, the Company shall conduct necessary inquiries, investigations, and handling in accordance with internal management procedures, while protecting the privacy and information security of relevant individuals to the extent appropriate. Where discrimination or harassment is substantiated through investigation, the Company shall take appropriate corrective or disciplinary measures in accordance with applicable laws and regulations and internal rules and policies.

7. Reporting Channels

The Company has established reporting channels for discrimination and harassment. Employees and other relevant individuals who witness or experience suspected acts of discrimination or harassment may report them through any of the following channels. The Company shall maintain strict confidentiality and handle all reports in accordance with applicable procedures.

- (1) Report the matter to their immediate supervisor.
- (2) Report the matter to a manager at a higher level within their department.
- (3) Report the matter to a designated representative of the Human Resources Center.

(4) Send an email to the Ethics Mailbox at shenji@si-neng.com.

Whistleblowers may select an appropriate reporting channel based on the circumstances. Where a report concerns the whistleblower's immediate supervisor, the whistleblower believes that the original handling level has a conflict of interest, or the matter has not been appropriately addressed, the whistleblower may report the matter directly to a higher-level manager, the Human Resources Center, or the Company's Ethics Mailbox.

8. Prohibition of Retaliation

The Company prohibits any form of retaliation against individuals who, in good faith, provide feedback, make a report, assist with an investigation, or provide relevant information. Any individual who experiences unfair treatment as a result of reporting discrimination or harassment in good faith or assisting with a related investigation may raise the matter through the reporting channels established under this Policy, and the Company shall handle it in accordance with the applicable procedures.

9. Communication and Policy Updates

We publish the Policy on our official website to ensure ready access for employees, partners, and the general public. The Company provides anti-discrimination and anti-harassment training to all employees on an ongoing basis and raises awareness to help employees understand the applicable standards of conduct, reporting channels, and the principle of non-retaliation.

The Company pays close attention to changes in laws and regulations relating to

anti-discrimination and anti-harassment and developments in international consensus in this field, and will review and revise this Policy as appropriate to ensure its continued suitability, adequacy, and validity.

This Policy has been reviewed and approved by the Strategy Committee of SINENG Electric Co., Ltd., with the Board of Directors responsible for tracking its progress and conducting periodic reviews.