Labor and Human Rights Policy

I. Purpose

EVE Energy Co., Ltd. (hereinafter referred to as the "Company") firmly upholds its core values of striving for excellence, generating value, maintaining integrity, promoting teamwork, and honoring the dignity of every individual. Enhancing the safeguarding of labor rights stands as a profound embodiment of these core principles. The Company unwaveringly adheres to the principle of equal employment, offering its employees ample chances for learning and personal growth. It remains dedicated to nurturing a work environment that is marked by harmony, inclusivity, and warmth.

The Company commits to complying with the International Labour Organization (ILO) core conventions, international human rights standards, and all laws and regulations related to the protection of labor rights, including but not limited to the Universal Declaration of Human Rights, Declaration on Fundamental Principles and Rights at Work, Labor Law of the People's Republic of China, Labor Contract Law of the People's Republic of China, Civil Code of the People's Republic of China, Personal Information Protection Law of the People's Republic of China, Company Law of the People's Republic of China, and others.

II. Applicability

This policy applies to all employees of EVE Energy Co., Ltd., including its branches subsidiaries and holding companies. It also encourages suppliers or other business partners to actively respond to this policy and work together with us to safeguard the rights and interests of all employees.

III. Content of Labor and Human Rights Policy

1. Equal Employment and Anti-Harassment

1.1 The Company strictly complies with relevant labor laws and regulations in the countries and regions where it operates. In recruitment and hiring, the Company adheres to the "Three Adherences" principle:

- Adherence to selecting the best qualified individuals, with job qualifications openly

disclosed, and the recruitment of talent based on merit.

- Adherence to equal employment, with fair interview standards and procedures treating all candidates equally.

- Adherence to opposing any discriminatory employment practices, ensuring that employees are not discriminated against based on race, ethnicity, place of birth/origin, social background, lineage, religious belief, physical disability, gender, sexual orientation, age, union membership, political views, or any other discriminatory behavior. Additionally, the Company will never require applicants to undergo pregnancy or virginity tests.

1.2 The Company strongly opposes workplace harassment and ensures that employees are protected from harassment in the workplace, including but not limited to physical abuse, mental abuse, verbal abuse, sexual harassment, workplace bullying, intimidation, threats, religious belief harassment, etc.

1.3 The Company conducts regular anti-discrimination and anti-harassment training for all employees and establishes corresponding reporting procedures. It takes serious action against individuals engaged in discriminatory or harassing behavior. In cases involving suspected illegal activities, such matters will be referred to the appropriate legal authorities for action.

2. Prohibition of Child Labor and Forced Labor

2.1 The Company conducts its recruitment activities in compliance with relevant laws and regulations in the countries and regions where it operates and strictly prohibits any form of forced labor and human trafficking. The Company firmly opposes and resists any form of forced labor, including the use of violence, threats, or restrictions on personal freedom to compel or assist in compelling labor. Directing operations in violation of regulations or ordering employees to engage in hazardous work that endangers their personal safety is strictly prohibited. It also opposes any practices aimed at exploitation, such as withholding government-issued identification cards, passports, or other documents. Furthermore, the Company ensures that employment conditions as per the contract are clearly communicated to employees in a language they can understand. Additionally, the Company does not use or purchase any products or raw materials produced through forced labor and is committed to

ensuring that its products are free from forced labor components.

2.2 The Company maintains a zero-tolerance policy against the employment of child labor. Child labor refers to individuals under the age of 16, and minors refer to individuals aged 16 to under 18. The Company's regular employees are individuals aged 18 and above.

3. Employee Rights and Human Rights Protection

3.1 The Company strictly adheres to relevant laws and regulations in China and abroad, firmly protecting the human rights of every employee. It ensures that employees of different genders, nationalities, religions, races, and ethnicities are all treated with full respect within the company.

3.2 In compliance with applicable laws and regulations, the Company respects and safeguards employees' freedom of association, ensuring their right to freely and voluntarily establish and join organizations to promote and protects their professional interests.

3.3 The Company recognizes and protects employees' right to collective bargaining. As the representative of employees' interests and the coordinator of employer-employee relations, the labor unions are open to all employees, who may raise their concerns to the unions at any time. The Company commits to engaging in equal consultation with trade unions or employee representatives, based on the principles of voluntariness and good faith, regarding labor relations, terms and conditions of employment, and other related matters. The Company endeavors to promote the improvement of labor relations coordination mechanisms through equal consultation, safeguard employees' labor rights and interests, and foster harmonious labor relations.

4. Employee Compensation and Promotion

4.1 The Company does not engage in discriminatory practices or unfair treatment of employees based on factors such as race, ethnicity, place of birth/origin, social background, lineage, religious belief, physical disability, gender, sexual orientation, age, union membership, or political views, in matters related to compensation, training, promotion opportunities, etc.

4.2 The Company adheres to the principle of equal pay for equal work and provides employees with wage standards that comply with the legal requirements of the respective

countries and regions. The Company shall ensure that wages paid to its employees are no less than the local minimum wage standards.

4.3 Regarding employee promotions, the Company has established a scientific promotion management system that ensures promotions follow the principles of "fairness, impartiality, openness, and transparency."

5. Democratic Communication

The Company actively listens to employee opinions, addresses employee concerns, and places a high emphasis on the voices of employees. It has established dual communication channels, both online and offline, to understand employees' genuine thoughts and provide timely responses. Online communication channels include the EVE Life App, service hotlines, suggestion boxes, employee satisfaction surveys, the Employee Voice portal, and more. Offline channels include employee forums, on-site communication at employee service centers, and specialized interviews. Additionally, the company's labor union regularly organizes communication forums with employee representatives, participates irregularly in the formulation of significant rules and regulations related to employee interests, and effectively upholds employees' rights to information, participation, and oversight.

6. Employee Welfare and Care

6.1 The Company creates a happy and harmonious work atmosphere for employees by actively constructing recreational facilities and organizing diverse, multi-level, and multi-channel cultural activities. This helps employees achieve a balance between work and life, enhances their sense of identity, belonging, and satisfaction.

6.2 To continuously address employees' psychological well-being and provide humane care, the Company has established a "Psychological Counseling Room" and introduced a professional Employee Assistance Program (EAP). This program offers all employees systematic and professional psychological services to help them focus on their mental and emotional well-being, relieve psychological stress, and enhance their overall well-being, job satisfaction, and sense of belonging to the Company.

6.3 The Company protects the health of female employees by identifying and mitigating risks associated with job positions during pregnancy and lactation. This helps reduce and

resolve specific difficulties that female employees may face due to their physiological characteristics during labor.

7. Employee Growth and Development

7.1 Talent is the source of corporate development, and the Company adheres to the philosophy of "driving innovation with talent, and achieving market competitiveness through innovation." It provides a platform for individual and company development. The Company values talent development and training and follows a talent strategy of "wholehearted recruitment, vigorous cultivation, heartfelt care, and bold promotion." This strategy encompasses three major training categories: college-style training, specialized training, and business unit training, targeting all employees of the company. It aims to create a learning-oriented organization focused on skill enhancement to assist employees in their career development.

7.2 The Company has established an internal training institute consisting of ten academies, offering learning programs in leadership, professional development, and onboarding training. These programs focus on enhancing various skills and capabilities of employees. Additionally, the Company has developed three major curriculum systems: the General Sequence, Management Sequence, and Professional Sequence, precisely tailored to meet the needs of different learners and promote the accumulation of internal expertise.

7.3 The Company encourages employees to pursue higher education and collaborates with universities to offer educational enhancement programs. Through the implementation of relevant management policies, it provides a platform for employees to improve their overall qualifications and enhance their competitiveness.

8. Employee Occupational Health

The Company adheres to the requirements of the "People's Republic of China Occupational Disease Prevention and Control Law" and other relevant laws and regulations. It follows the principles of "safety first, prevention-oriented, comprehensive management, people-centered, and overall employee health" in occupational health and safety. The Company maintains a commitment to controlling hazardous substances, ensuring adequate funding for occupational disease prevention and control, and improving the work

environment as a priority. It continuously enhances occupational disease prevention and protection facilities to create a healthy and safe working environment for all employees.

IV. Human Rights Due Diligence

The Company conducts regular assessments of actual and potential human rights impacts to identify, prevent, and mitigate human rights risks. Through a human rights due diligence process that covers the entire business operations, the Company conducts periodic reviews of potential human rights risks, ensuring comprehensive coverage of all employees, suppliers, and local communities. The scope of issues includes forced labor, human trafficking, child labor, discrimination and harassment, freedom of association and the right to collective bargaining. Meanwhile, the Company places particular emphasis on protecting the rights and interests of vulnerable groups, including women, children, migrant workers, third-party employees, and indigenous peoples.

Based on the results of human rights risk identification, the Company implements tiered management and corresponding mitigation measures to minimize risks and keep them at an acceptable level. Specific measures include formulating and implementing labor and human rights policies, conducting regular training for employees and supply chain partners, and requiring suppliers to sign codes of conduct that incorporate human rights requirements. Relying on internal and external grievance mechanisms, the Company ensures that stakeholders, including employees, suppliers, and affected communities, can safely and accessibly raise human rights-related concerns.

For any adverse human rights impacts that the Company has caused or contributed to, the Company will provide or cooperate in providing remediation through legitimate processes such as formal apologies, covering medical and rehabilitation expenses, privacy protection, legal assistance, psychological support, and career development opportunities. The Company fully respects the wishes of the affected individuals, holds relevant parties accountable, continuously improves its management and control mechanisms, and is committed to preventing the recurrence of similar incidents.

In light of industry characteristics, the Company has established a supply chain due

diligence management system. For details regarding the supplier human rights due diligence management system, please refer to the *Supply Chain Sustainable Due Diligence Policy* and the *Responsible Mineral Supply Chain Due Diligence Policy*.

V. Information Disclosure and Communication

This Policy is officially released through official channels, such as the Company's website, and is comprehensively communicated to every employee, supplier, and other stakeholders. Meanwhile, through regular public disclosure channels, including *ESG reports* and *Responsible Supply Chain Due Diligence Reports*, the Company discloses to stakeholders our progress and performance in safeguarding labor rights and managing and mitigating human rights risks.

This Policy has been reviewed and approved by the Strategy and Sustainability Committee of the Company, and shall come into effect on the date of issuance.

EVE Energy Co., Ltd.

August 2026