

# Gender equality and diversity

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The company places great importance on promoting of labor and business ethics policies. We adhere to government regulations and international standards, eliminating any form of illegal discrimination to ensure equal job opportunities. We prohibit forced labor and respect employees' rights to freedom of assembly, association, and collective bargaining. Additionally, we provide a safe and healthy working environment to protect employees basic human rights, related rights, and interests. Our aim is to safeguard gender equality and personal dignity in the workplace.

We ensure equal treatment in all aspects of employment, including salary, benefits, training opportunities, promotions, dismissals and retirements. We do not discriminate based on age, gender, physical or mental disability, race, ethnicity, nationality, religion, or any other status. We actively employ individuals with disabilities and aboriginal employees. We also respect their cultural customs and provide holidays for our existing aboriginal employees. Throughout 2023, there were no violations of their work rights or human rights.

## Employee Ethnicity Indicators

Category	Proportion of All Employees (%)	Proportion Among Management Ranks (%)
Chinese nationality	100	100
foreign nationality	0	0
Aboriginal people	0.01	0

## Female Diversity Indicator

Index	Percentage(%)
Females account for total employees (%)	22.38
Women occupy senior management positions (%)	16.7

## Other Diversification Indicators

Category	of Full-Time Employee Equivalents (FTEs) (%)	
People with Disabilities	0.58	
All Employees	Group by Age: <30 years old	12.5
	Group by Age: 30 to 50 years old	75.58
	Group by Age: >50	11.92
	total	100

## Pay Equity

The company has a "Remuneration Committee" that ensures employees receive competitive and transparent remuneration.

We provide the same treatment for junior specialists in the same position. Furthermore, for individuals with relevant professional and work experience, their treatment is determined based on their academic experience, expertise, certificates, etc. There is no differentiation based on gender or ethnic group.