SEEKING LED-LIGHTING LIMITED

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HUMAN RIGHTS POLICY

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1. Purpose and Commitment

SEEKING LED-LIGHTING LIMITED is committed to respecting and upholding the human rights of all people affected by our business activities. We acknowledge our responsibility under the United Nations Guiding Principles on Business and Human Rights, the core conventions of the International Labour Organization, and the applicable labour laws and regulations of the People's Republic of China. We integrate this commitment into our daily operations, our supplier relationships and our business decisions.

2. Scope

This policy applies to all employees of the Company, including temporary and contract workers, and to our suppliers, subcontractors and business partners. We expect all of them to observe the same standards.

3. Our Commitments

- **Prohibition of child labour.** We do not employ anyone below the legal minimum working age. Workers under 18 years of age are not assigned to hazardous work and receive special protection.
- **Prohibition of forced and bonded labour.** All employment is voluntary. We do not retain identity documents, impose recruitment deposits, or restrict workers' freedom to leave employment in accordance with the law.
- **Non-discrimination and equal opportunity.** We do not discriminate on the basis of gender, age, ethnicity, religion, disability, marital status or any other protected characteristic, in recruitment, pay, promotion or training.
- **Freedom of association.** We respect the right of workers to join or form organisations of their own choosing and to bargain collectively in accordance with applicable law.
- **Fair wages and working hours.** We pay wages that meet or exceed legal minimum standards and are paid on time. Working hours comply with applicable law, and overtime is voluntary and compensated.
- **Healthy and safe working environment.** We provide a safe and healthy workplace, implement occupational health and safety controls in accordance with applicable legal requirements and recognised industry practice, and provide appropriate protective equipment and training.
- **No harassment or abuse.** Any form of physical, verbal, sexual or psychological abuse, harassment, or disciplinary measure involving corporal punishment is strictly prohibited.
- **Supply chain responsibility.** We require our suppliers and subcontractors to respect human rights to the same standard and to refrain from child labour, forced labour and discrimination.
- **Environment and community.** We comply with applicable environmental legislation in our manufacturing operations and seek to avoid, minimise and mitigate any adverse impact on the environment and on local communities.

4. Governance and Management Oversight

The Company has established a **Human Rights and Compliance Committee** (the "Committee"), chaired by the General Manager, with the Finance Manager and the Production Manager as members. The Committee is responsible for overseeing the implementation of this policy, reviewing human rights risks in our operations and supply chain, and approving remedial actions. The Committee meets at least twice a year; its decisions and minutes are recorded and retained.

5. Performance and Incentives

Compliance with this policy forms part of the annual performance assessment of the General Manager, the Finance Manager and the Production Manager. Their performance objectives include human rights compliance, labour practices and employee welfare, and the achievement of these objectives is taken into account in the determination of their annual bonus.

6. Grievance Mechanism

Employees, workers, suppliers and other stakeholders may raise any human rights concern, in confidence and without fear of retaliation, in writing to the General Manager at **dawei@seekingled.com** or by telephone at **+86 755 2984 6615**. All reports are reviewed promptly and investigated; the complainant will be informed of the outcome.

7. Responsibilities, Communication and Review

The General Manager has overall responsibility for this policy. It is communicated to all employees during induction and displayed in the workplace. This policy is reviewed at least annually by the Committee, and whenever legal or operational requirements change, to ensure it remains appropriate and effective.

For and on behalf of SEEKING LED-LIGHTING LIMITED

Dawei Yang
General Manager

Date: 14 November 2026 Company Stamp: