E-Commodities Holdings Limited
Labor Practices Commitment

(In case of any discrepancy between the English and Chinese versions, the Chinese version shall prevail)

I. Purpose of Establishment

To fully implement the people-oriented development philosophy and deepen the ESG strategy, the Company commits to consistently upholding business ethics across all global business operations. We are dedicated to effectively respecting, protecting, and promoting the lawful labor rights and interests of all employees, striving to build a sustainable corporate ecosystem.

II. Scope of Application

This Commitment applies to all employees of E-Commodities Holding Limited and all of its subsidiaries (collectively "E-Commodities" or "the Company"). The Company shall, to the greatest extent practicable, advocate for and promote compliance with the principles set forth in this policy among its joint ventures, other affiliated entities, suppliers and other business partners. Any breach of this policy may jeopardize the relevant party's business relationship with E-Commodities, and may even result in termination of cooperation between the two parties.

III. Commitment And Practices

The Company strictly complies with employment-related laws and regulations, including but not limited to the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Law of the People's Republic of China on Labor Dispute Mediation and Arbitration*, the *Social Insurance Law of the People's Republic of China*, the *Individual Income Tax Law of the People's Republic of China*, the *Implementation Regulations of the Labor Contract Law of the People's Republic of China*, the *Regulations on Paid Annual Leave for Employees*, the *Provisions on the Recruitment of*

Employees in Technical Trades, the *Rules for the Administration of Employment of Foreigners in China*, and the *Special Rules on the Labor Protection of Female Employees*.

On this basis, the Group has formulated and implemented the *Human Resources Management System* at the headquarters level, providing a clear institutional framework and guiding principles for seven key areas: talent recruitment, compensation, incentives, selection and deployment, training and development, cross-regional management, and supervision. If the national or local laws of the operating location conflict with or exceed this system, E-Commodities shall prioritize the application of those national or local laws. Building upon this foundation, we make the following commitments:

1. Compliant Compensation and Working Hours to Guarantee a Decent Income

- Set compensation based on the statutory minimum wage, industry benchmarks, and the cost of living, ensuring it remains competitive and exceeds the legal minimum standard. Wages are paid in full and on time.
- Strictly adhere to national statutory limits on working hours, establish clear thresholds for overtime control, and strictly prohibit forced or excessive overtime.
- Strictly implement compliance requirements for overtime compensation, clarify calculation standards and management processes, and ensure employees receive full and timely payment or equivalent compensatory time off.

2. Implement Paid Leave and Ensure Full Payment for Annual Leave

- Legally safeguard employees' rights to statutory holidays, paid annual leave, maternity leave, marriage leave, and other entitlements, ensuring regular salaries are paid in full during the leave period.

- Encourage employees to take their leave in a timely manner. If leave cannot be arranged due to objective circumstances, financial compensation for the untaken annual leave will be paid in accordance with relevant regulations.

3. Implement Equal Pay for Equal Work and Eliminate Discrimination

- Commit to creating an equal, diverse, and inclusive work environment by adhering to the principles of fairness and justice, ensuring that employees do not face differential treatment based on gender, age, or other factors.
- Genuinely implement equal pay for equal work by regularly analyzing compensation data for male and female employees to eliminate gender pay gaps.

4. Maintain Open Communication Channels and Facilitate Lawful Labor-Management Dialogue

- Establish a communication mechanism that combines routine and specialized channels, ensuring employees can reasonably express their needs and concerns.
- In the event of disputes, ensure that employees can freely express their opinions and work collaboratively to find solutions.
- Prior to organizational restructuring or personnel transfers, strictly adhere to legal regulations regarding notice periods and ensure comprehensive communication with affected employees in advance.