

Statement of Diverse Workplace and Gender Equality Policy

The Group upholds the principles of fairness, impartiality, and equality, and is committed to creating a diverse and inclusive, employee-friendly workplace. We provide consistent compensation, promotion opportunities, and training for all employees, while actively fostering a culture of mutual respect. The Group places great importance on the recruitment and employment of gender minorities and other underrepresented groups, tracks progress annually, and promotes diversity across all levels of management and the workforce.

Freely of Employment

The Group strictly prohibits forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery, or human trafficking. All work must be voluntary, allowing workers the freedom to leave or terminate their employment without penalty provided reasonable notice is given in accordance with their contracts.

Labor Dispatch

Before entering into any collaboration, AirTAC conducts qualification reviews and preliminary due-diligence assessments of labor service dispatch agencies to ensure their compliance with relevant laws, regulations, guidelines, and standards. The Company signs a "Labor Dispatch Agreement" with each agency, clearly defining the rights and obligations of both parties. The Company is committed to providing an equal working environment and comprehensive occupational safety protections, and requires the dispatch agency not to withhold employee wages without legitimate cause. For personnel assigned to the Company, necessary education and training are provided. Regular monthly meetings are held to consolidate and analyze employee onboarding and turnover data in order to mitigate potential risks.

Both parties also reach consensus on evaluation mechanisms, and if the dispatch agency commits any material breach of contract, the Company will terminate the cooperation in accordance with the law.

In daily management, the Company ensures that dispatched workers receive equal treatment as directly employed staff, including equal pay for

equal work and entitlement to benefits such as holiday gifts. The Company also strictly enforces its policies prohibiting discrimination and forced labor, and maintains open and transparent grievance channels to safeguard employee rights.

Employment of Persons with Disabilities

AirTAC actively promotes a diverse and inclusive employment environment, striving to provide equal job opportunities for all applicants, and implements a friendly hiring policy for people with disabilities.

Maternity Protection

AirTAC is committed to protecting the rights and health of female employees. This includes providing workplace health protection, maternity leave, social benefits, breastfeeding breaks, and safeguards against dismissal or discrimination on the basis of maternity. Female employees are entitled to maternity leave that meets or exceeds legal requirements and are guaranteed the right to return to the same or an equivalent position with the same level of compensation and benefits upon the conclusion of their maternity leave.

Gender Equality

AirTAC has established protection and management systems for female and underage workers, stipulating that there shall be no discrimination against women in employee grading, promotion, or salary adjustments. The Company adheres to the principle of gender equality and strictly prohibits rejecting, dismissing, or reducing the wages of female employees on the grounds of marriage, pregnancy, maternity, or breastfeeding. Due to the characteristics of the mechanical and electronic industry, the proportion of female employees in the Company is relatively low, and most of them serve in assembly and administrative positions. Nevertheless, AirTAC continues to provide a female-friendly workplace environment and encourages female employees to acquire professional mechanical knowledge through transfer willingness surveys and training programs.