

Zhejiang Dingli Machinery Co., Ltd.

Whistleblower Protection Policy

1.Purpose

To ensure the standardized management of whistleblowing, legally protect the legitimate rights and interests of whistleblowers, and safeguard the company's interests and good reputation, this policy is formulated in accordance with *the Company Law of the People's Republic of China, the Basic Norms for Enterprise Internal Control*, relevant laws, regulations, and normative documents, combined with actual circumstances.

2.Scope of Complaints and Reports

Improper or illegal disciplinary acts refer to violations of national laws and regulations or company policies, violations of social morality and professional ethics, including but not limited to:

(1) Acts infringing on labor rights, such as employing child labor, forced labor, discrimination, harassment, coercion, intimidation, threats, insults, violence, etc.

(2) Acts of commercial non-compliance or illegal conduct, such as corruption, bribery, fraud, unfair competition, commercial fraud, commercial infringement, leakage of commercial secrets, violation of non-compete agreements, abuse of authority, etc. (Procedures regarding corruption and bribery are detailed in the company's 'Anti-Corruption and Anti-Bribery Policy'.)

(3) Other acts or speech damaging the company, departments, or employees, or violating company rules and regulations.

3.Reporting Requirements and Methods

(1) Reports should be factual and truthful; malicious reports and false accusations are strictly prohibited.

(2) Whistleblowers should truthfully explain the situation, including the name, unit, and position of the reported person, as well as the basic facts, clues, or evidence of violations or crimes.

(3) The company advocates responsible real-name reporting. For those who genuinely do not wish to disclose their identity, anonymous or pseudonymous reporting is accepted under the premise that the staff handling the report can contact the whistleblower.

(4) Reports can be made orally, by letter, telephone, email, or other forms. The company has established multiple reporting channels, accepting lawful reports from employees, suppliers, customers, and the public.

Reporting address: Human Resources Department, No. 188 Qihang Road, Deqing County, Huzhou City, Zhejiang Province

Reporting email: info@cndingli.com

Reporting phone: 0572-8681627

4.Handling of Report Information

(1)The Human Resources Department is responsible for managing daily whistleblowing affairs. The department head must strictly adhere to the principles of minimizing the number of informed personnel and recusal.

(2)Upon receiving report information, the Human Resources Department head will designate dedicated personnel and channels to handle, follow up, conclude, and keep the report materials, all stages strictly confidential. Serious cases will be registered and promptly reported to the General Manager.

5.Protection Measures for Whistleblowers

(1)The company will strictly and permanently keep confidential the information, identity, and content of whistleblowers. Report materials are strictly stored in secure locations, and leaking information or handing materials to the reported person or department is strictly prohibited.

(2)Except with the whistleblower's consent, the company will not disclose the whistleblower's name or information in publicity or public notices.

(3)Retaliation against whistleblowers in any form is strictly prohibited. The company will seriously deal with any retaliation or instigation of retaliation against whistleblowers and refer suspected criminal cases to judicial authorities.

(4)Whistleblowers who suffer retaliation may report to the personnel handling the information. The company will handle such matters in accordance with laws and regulations and take appropriate measures to protect whistleblowers and witnesses.

6.Whistleblower Rewards

(1)The company has established a whistleblower reward fund. If reported clues are verified to be true, the company will provide corresponding material rewards to the whistleblower.

(2)Rewards are generally limited to real-name whistleblowers and witnesses who testify truthfully. The company encourages real-name reporting and will reward objective and truthful problem reporting according to investigation results.

7.Final Provisions

This document is formulated, interpreted, and amended by the Human Resources Department.