

Anti-Discrimination and Anti-Harassment Policy

Guangdong Dongpeng Holdings Co., Ltd. (hereinafter referred to as “Dongpeng Holdings” or “the Company”) is committed to creating a safe, respectful, and inclusive working environment for all employees. The Company explicitly prohibits any form of harassment (including sexual and non-sexual harassment) and discrimination and adopts a zero-tolerance policy towards such behaviors. All employees, management, and third-party partners are required to comply with this group-wide policy. Violators will face disciplinary actions, including possible dismissal or legal consequences.

1. Explicit Prohibition of Harassment

- (1) Sexual Harassment: This includes, but is not limited to, unwelcome sexual advances, sexual flirtations, sexual coercion, inappropriate physical contact, sexual jokes or comments, and any other offensive behavior based on gender (whether verbal, written, or physical).
- (2) Non-Sexual Harassment: This includes, but is not limited to, insults, threats, bullying, intimidation, or other inappropriate behaviors based on race, religion, age, gender, nationality, disability, or other protected characteristics.

2. Zero Tolerance for Discrimination

- (1) Differential treatment in recruitment, promotion, compensation, training, or work assignments based on an individual's background or identity.
- (2) Unfair treatment due to an employee's background or identity (such as race, gender, age, religion, disability, etc.).
- (3) Any actions or statements that contribute to a discriminatory environment.

3. Employee Training

To ensure that all employees understand and comply with this policy, the Company requires all employees to receive anti-discrimination and anti-harassment training upon joining.

4. Reporting Channels

The Company encourages employees to report any incidents of discrimination or harassment immediately. The Company provides confidential, secure, and retaliation-free reporting channels and an escalation process, including:

- (1) Direct Reporting: To immediate supervisors, Human Resources (HR), or the Ethics and Compliance Department.
- (2) Anonymous Reporting: Through the Company's reporting email address.

(3) External Agencies: If internal channels fail to resolve the issue properly, employees may seek help from labor departments or anti-discrimination agencies.

Specific reporting channels, including hotlines and email addresses, are as follows:

(1) Reporting Email: fwjcb@dongpeng.net

(2) Anti-Fraud and Integrity Reporting Email: dpljbgs@dongpeng.net

(3) Legal and Audit Department Reporting Hotline: 0757-82666318/0757-83553843

The Company has established a whistleblower protection mechanism. The departments will strictly keep the whistleblower's personal information and the content of the report confidential after receiving the reports, and will severely punish any acts of retaliation against whistleblowers.

5. Disciplinary Actions and Corrective Measures

If an investigation confirms the existence of discriminatory or harassing behavior, the Company will take the following measures based on the severity of the situation:

(1) Corrective Actions: Including, but not limited to, warnings, job reassignment, training, performance deductions, etc.

(2) Disciplinary Actions: Serious violators will face suspension, demotion, dismissal, or legal accountability.

(3) Systemic Improvements: If policy loopholes are identified, the Company will revise policies and strengthen preventive measures.