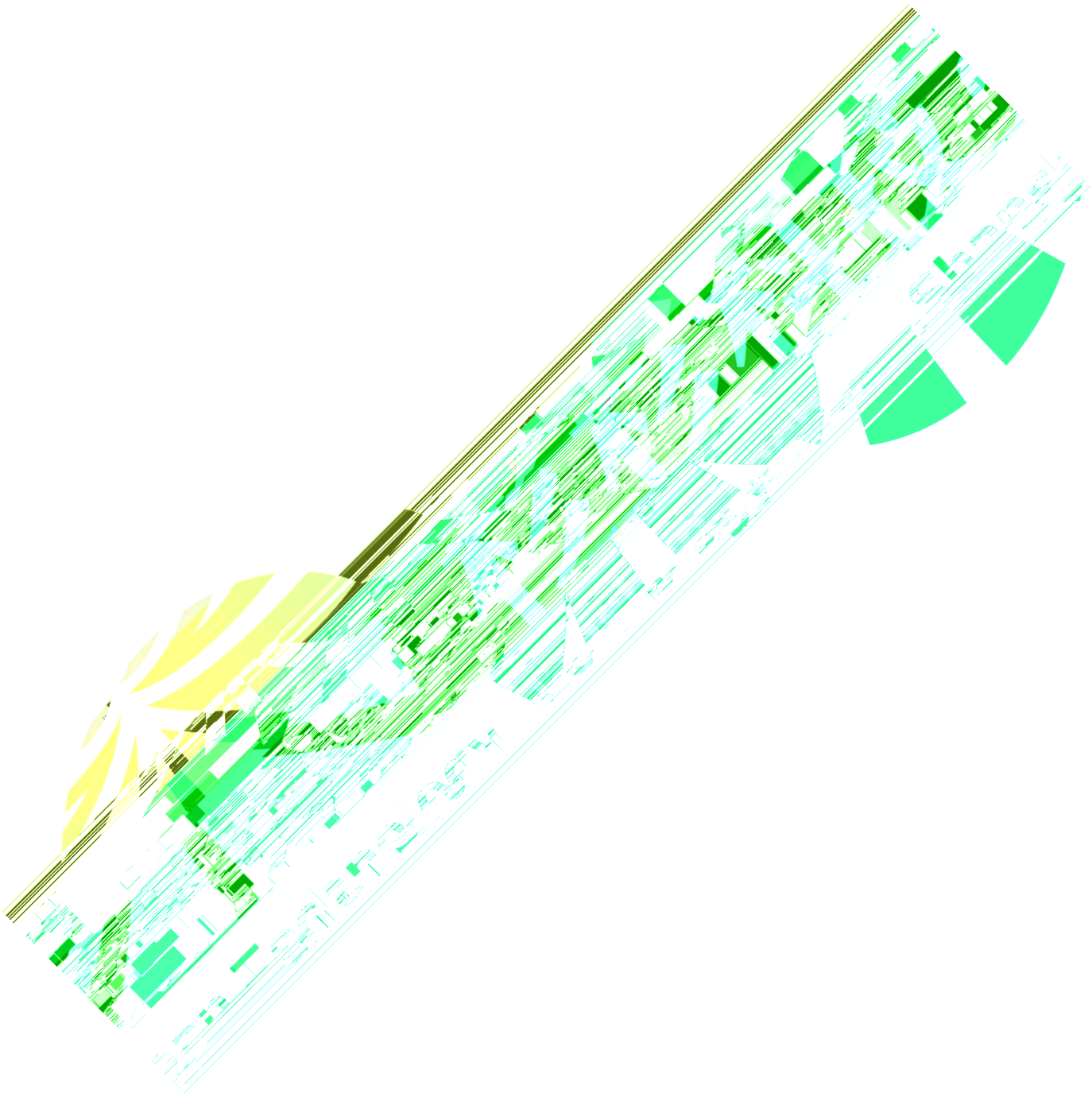
Shanghai Shanshan New M ials Co., Ltd. is committed to continuously creating a safe, harmonious, al, healthy, and inclusive working environment for its employees. The company complies with all laws and regulations related to labor rights protection, including but not limited to the Labor Law of the People's Republic of China, the Civil Code of the People's Republic of China, the Personal Information Protection Law of the People's Republic of China, and others. This policy is specially formulated based on the above relevant provisions and the company's actual situation. At the same time, the company will continue to pay attention to the dissemination of employee rights protection concepts and keep strengthening employee rights protection.

2. Scope of Application

This policy applies to Shanshan Anode Headquarters and all affiliated factories, as well as newly added bases later, including but not limited to: Shanghai Shanshan Technology Co., Ltd., Shanghai Shanshan New Materials Co., Ltd., Sichuan Shanshan New Materials Co.,



5. Protection of underage employees, interns, and female employees

In principle, our company is not suitable for hiring underage workers. If underage workers are misused, the Shanghai headquarters and its affiliated factories must provide special protection for the employed underage workers. Management of underage workers should be conducted in accordance with relevant laws and regulations and registered management, with appropriate work arrangements. It is prohibited to assign minors to work that is toxic, hazardous, or subject to national level four labor intensity or other prohibited activities.

Shanshan Technology strictly abides by the Labor Law of the People's Republic of China, the Special Provisions on Labor Protection for Female Employees, and other Chinese laws and regulations, actively promotes gender equality and care for female employees, and strictly follows the Labor Protection Regulations. Shanshan Technology is committed to building a diverse and inclusive workplace, helping female employees overcome career development bottlenecks and enhance their representation in management through mentorship programs, leadership development, and mental health training programs.

Shanshan Technology places great importance on protecting interns' rights, ensuring they enjoy the same safe environment and dignity as regular employees. Provide interns with comprehensive pre-job training and occupational health and safety education.

By systematically protecting underage employees, interns, and female employees, not only can corporate legal responsibilities be fulfilled, but overall employee satisfaction and organizational resilience will also be enhanced, injecting momentum into

6. Work time management

Shanshan Technology strictly abides by national labor laws and regulations. The company will strictly follow national requirements, ensure employees' health and fully listen to their opinions, ensuring employees' right to rest and vacation, and safeguarding their physical and mental health.

7. Employee salary and benefits management

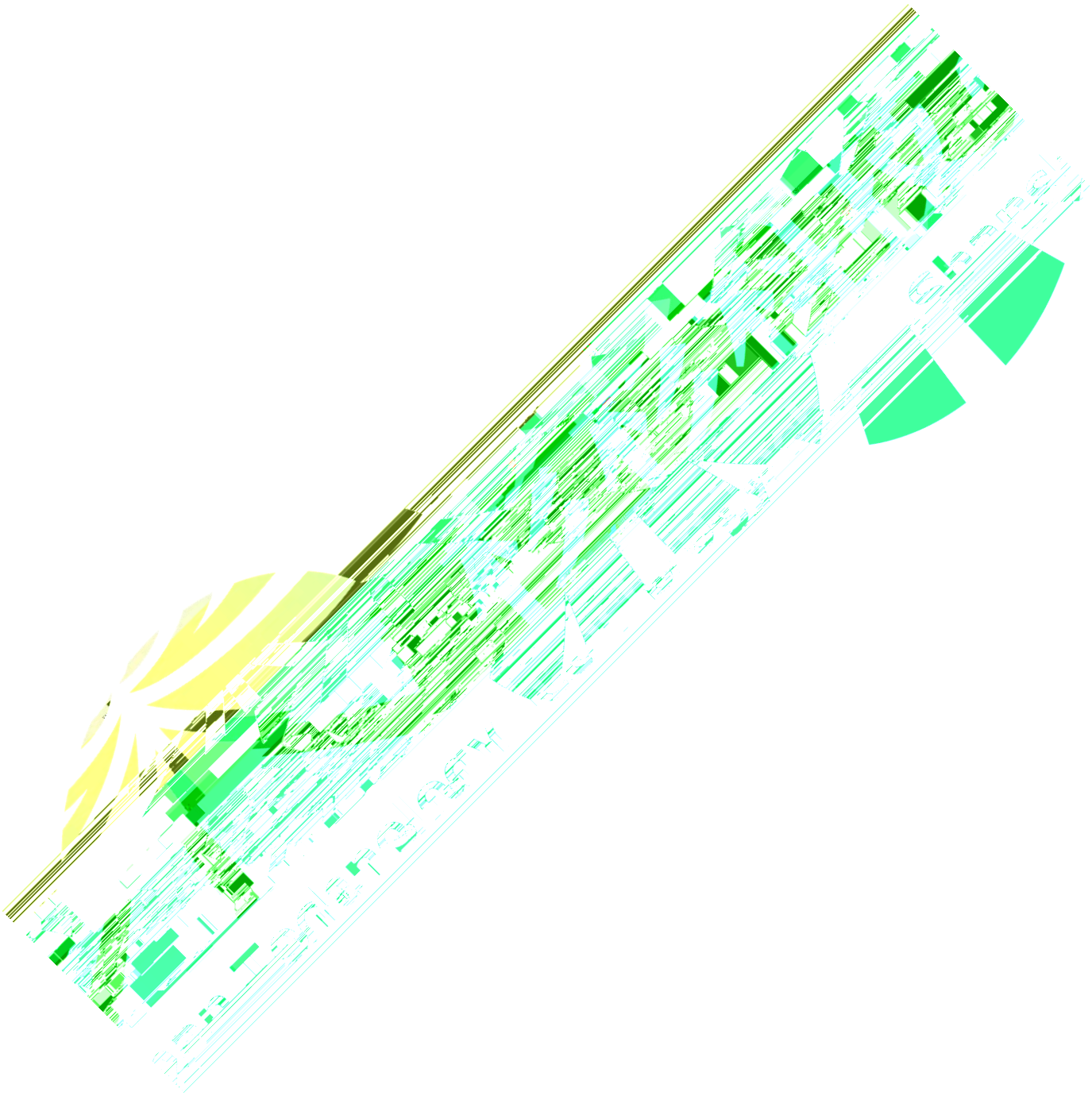
Shanshan Technology standardizes employee salary and benefits management, ensuring that salary payments comply with the principles of pay according to labor, fairness and justice, and unity of responsibilities and rights. The company is committed to implementing principles of fairness, openness, and impartiality, creating a favorable environment for career advancement.

8. Equal Employment and Anti-Harassment

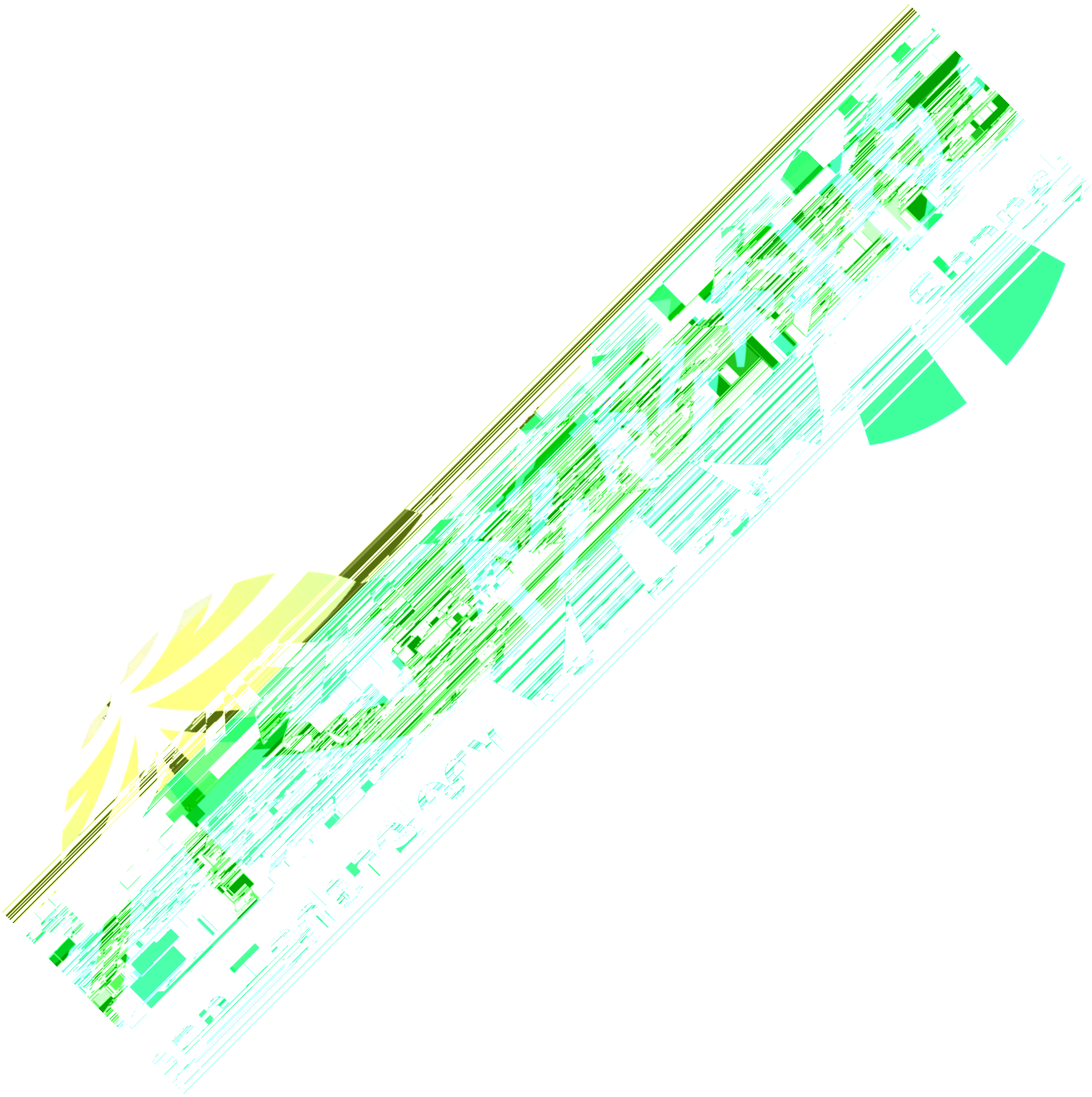
Shanshan Technology strictly complies with the Labor Law of the People's Republic of China and other relevant laws and regulations, as well as those of overseas operations, and is committed to creating a friendly, inclusive, and harmonious working environment. We adhere to the principle of equal employment, maintain a zero-tolerance attitude toward any form of discrimination, and actively fulfill our social responsibilities by providing fair employment opportunities for veterans and people with disabilities.

During the recruitment process, Shanshan Technology consistently adheres to the principles of "openness and fairness." All job qualifications are open and transparent, with interview standards and procedures that are fair and rigorous. We treat applicants equally and recruit talent based on merit. We do not discriminate against any applicant based on age, disability, ethnicity, gender, marital status, nationality, political status, race, religion, sexual orientation, or whether they join a labor union.

杉杉科技
Shanshan Technology



solemnly promises to firmly protect any well-intentioned and fact-based inspections. The company has established a strict confidentiality system to ensure that the whistleblower's personal information (such as name, address, contact details, etc.) and



creating a safe, healthy, and caring work environment to help employees achieve physical and mental balance and sustainable development.

The final right of interpretation of this policy belongs to the Ministry of Human Resources.

Shanghai Shanshan New Materials Co., Ltd

August 1, 2024