

Ninestar Corporation

Employee Performance Appeal Policy

1. Purpose

To enhance the company's humanistic care and protection of employee rights, improve management levels, facilitate orderly channels for employees to express performance appeals, establish and improve communication mechanisms between employees and the company, standardize the performance appeal handling process, and promote stable and harmonious labor relations, the Human Resources Department shall accept performance-related appeals or opinions from employees, evaluate and follow up on the submitted information. This policy is formulated based on the actual situation of the company. **Due to the specific nature of the performance appeal mechanism, employees are required to submit appeals using their real names to allow the Human Resources Department to assign dedicated personnel for follow-up.**

2. Reporting Channels

If employees have objections to their performance evaluation results, they can file an appeal with the Human Resources Department within one month after the end of the monthly, quarterly, or annual assessment period. Employees should contact the Compensation and Performance Group of the Human Resources Department at wenjing.liu01@ggimage.com to obtain the "Performance Evaluation Appeal Form." After completing the form, employees should return it to the department. The Human Resources Department will conduct an investigation and review, and will notify the employee of the reviewed evaluation results via

email within five working days. The Human Resources Department will ensure objectivity, fairness, and impartiality. If any manager is found to have maliciously evaluated employees, they will be severely dealt with and their performance evaluation grade will be downgraded.

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