

Ninestar Corporation

Reasonable suggestion and integrity reporting system

1. Purpose

To strengthen the company's humanistic care and employees' rights, improve the level of management of the company, build the channels for employees to express rationalized proposals in an orderly manner, establish and improve the mechanism of communication and dialogue between employees and company, ensure that the reasonable suggestions of employees are followed up timely. Promote anti-corruption campaign, and continuously carry out integrity training within the company to build up an honest and efficient team. The Human Resources Department and the Audit Department should accept complaints, reports, opinions, and follow up the case fairly and strictly. Employees can freely choose anonymous or real-name approach to report to the company.

2. Reporting Channels

2.1 Scanning the QR-Code

The image shows two QR code posters from Ninestar. The top poster is titled "合理化建议，请钉钉扫码" (Rationalized Suggestions, Please Scan DingTalk QR Code) and lists four categories of suggestions: 1. Opinions and suggestions on enterprise production and development; 2. Opinions and suggestions on company safety production; 3. Opinions and suggestions on employees' living conditions; 4. Other opinions and suggestions to be reflected. The bottom poster is titled "廉洁举报，请钉钉/微信扫码" (Integrity Reporting, Please Scan DingTalk/WeChat QR Code) and lists five categories of integrity reports: 1. Receiving or soliciting property from external business contacts; 2. Using company resources for personal gain; 3. Misusing company funds; 4. Abuse of power for personal gain, harassment, or damage to others; 5. Other corrupt behaviors like negligence or abuse of power. Both posters include QR codes and the Ninestar logo.

2.2 Email and Hotline

Employees or business partners can use the email or hotline to report to the Human Resources Department and the Audit Department. Hotline: +86756-6258010, Email: lisa.li@ggimage.com.

3. Whistle-blower and reporter protection

3.1 In order to create an honest corporate cultural atmosphere, Ninestar encouraged real-name or anonymous reports as well as whistle-blowing.

3.2 Once employees discover violations or suspected violations of integrity and self-discipline or related internal rules and regulations should report to the HR department as soon as possible. Employees who fail to confirm the reality of those illegal behaviors will not be penalized. When a report on violations or suspected violations of the company's integrity and self-discipline policy or internal related rules and regulations, the person in charge of the relevant department shall take the initiative to investigate and take preventive measures.

3.3 If the reporter chooses the real-name reporting method, the company will protect the personal information of the reporter and prevent them from being retaliated. In order to strengthen the protection of reporter, the name, company, department, position, contact information, etc. of the reporter are limited to the use of the internal investigation process only.

3.4 The anti-bribery, anti-corruption, and anti-fraud staff in HR department should adopt strict confidentiality measures for the identity information of the reporter.

3.5 For those who illegally disclose the information of the reporter or take revenge on the reporter, the company has the right to dismiss the offender and transfer he/she to the judiciary authorities according to the law.

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