

Measures for the Management of Whistleblowing and Complaints

1. Purpose

In order to strengthen the internal control of Satellite Chemical Co., Ltd., effectively deal with all kinds of improper, illegal and fraudulent behaviors, and ensure supervision, these Measures are formulated to standardize the integrity management work and protect the company's monitoring of development and the legitimate rights and interests of reporting complainants.

2. Scope

These regulations apply to Satellite Chemical Co., Ltd. (hereinafter referred to as the "Company") and its branches/subsidiaries, centers, bases, and divisions (hereinafter collectively referred to as "each unit") all reporting and complaint work involving violations of discipline, law, fraud and improper conduct.

3. Duty

1) The Working Group on Punishment and Prevention of Corruption System

The Working Group on Punishment and Prevention of Corruption System serves as a special working group under the Audit Committee – Risk Management Committee, which is the Company's report and complaint center, responsible for receiving reports and complaints, and organizing investigation, reporting and follow-up of reported violations of discipline

and regulations.

2) Audit and Inspection Department

- i. Publicize and inform the company's rules and regulations for reporting, submitting a complaint about violations of laws and disciplines and various frauds;
- ii. Investigate and handle reports and complaints, and issue investigation reports;
- iii. Report the investigation and handling of reported matters;
- iv. Regularly analyze and summarize the management of complaints.

4. Channels and Requirements to File Complaints

1) Channels to file complaints

Complaints and reports may be made by letter, telephone, e-mail, visits, etc. Real-name reporting is encouraged. The legitimate rights and interests of the complainant will be protected.

Please file your report or complaint to:

Contact person: Ms. Bai

Phone number: 0573-82058220, 18667358580

Email address: Compliance@weixing.com.cn

Mailing address:

Working Group on Punishment and Prevention of Corruption System

Satellite Chemical Co., Ltd.

No. 196 Fuqiang Road, Nanhu District, Jiaxing City, Zhejiang Province

2) Requirements to file complaints

- i. The reporting management department shall keep the informant's information confidential, and must not disclose the informant's personal information, identity, the handling of the report, and so forth to the person who is reported or any person who is unrelated to the matter.
- ii. Whistleblowers submitting reports or complaints shall be responsible for the authenticity of the content of the materials provided, and must not fabricate or distort the facts, and must not make false accusations or frame others. Whistleblowers shall not harm the interests of the company and the legitimate rights of other employees, and consciously maintain the order of the company and the order of reporting.

5. Reporting Process

1) Report acceptance and investigation

Organize personnel to conduct an investigation according to the content of the report in accordance with the law, and shall complete the

investigation within 30 working days and issue a written investigation report. If an extension is required, the investigators shall explain to the whistleblower, but the investigation time should not exceed a maximum of 90 business days.

2) Investigation results processing

- i. Where the content of the report or complaint is found to be false or unfounded after investigation, the investigators shall make an explanation and clarify the facts.
- ii. After investigation and verification, if the content of the report or complaint is true, but the violation is minor, the investigators shall report to the Working Group on Punishment and Prevention of Corruption and request that the mistakes be corrected and corresponding penalties be imposed in accordance with the company regulations;
- iii. If the content of the report or complaint is verified to be true through investigations, and the violations are serious, and/or senior management is involved, it shall be reported to the Audit Committee. The responsible person shall be punished after relevant approval procedure. Those who violate the law shall be transferred to the judicial authorities.

3) Post-processing notifications

For the real-name reports, the informant shall be notified in writing of

the result of the investigation within 5 working days after the investigation is completed, so as to ensure the informant's right to information. Where whistleblowers have objections to the investigation results, they may promptly give feedback to the investigators or the working group on punishment and prevention of corruption.

4) Investigation requirements

Investigators must be familiar with whistleblowing management, abide by the law, be honest, and maintain confidentiality. They must persist in seeking truth from facts, value the importance of evidence, and prioritize facts and research.

6. Rights of the Complaint Management Authority

When the reporting management department accepts and investigates a reported case, it has the right to take the following measures:

- 1) It has the right to require relevant departments and personnel provide documents, materials, financial accounts and other relevant materials related to the matters being investigated;
- 2) It has the right to require the relevant departments and personnel to be investigated to explain the issues involved in the investigation;
- 3) It has the right to require the relevant departments and personnel being investigated to stop the violations;
- 4) If it is determined to be a serious violation of discipline according to the law, it may be reported to the company to terminate the labor contract

of the person who violated discipline. If a crime is committed, it may be transferred to the judicial authorities;

- 5) Where departments conceal or fail to report complaints or reports, fail to respond in a timely manner, fail to cooperate with investigations, place obstacles to obstruct investigations, or retaliate against complainants or informants, the Company has the right to hold relevant personnel accountable, and hold the main leaders of the department accountable.

7. Protection of Complainant

- 1) Fully protect the lawful rights and interests of whistleblowers (including real-name reports and anonymous reports);
- 2) For verified real-name reports and complaint cases, a reward of 200-2000 yuan will be given to the whistleblower depending on the circumstances. In the case that the company is protected from major losses, a special reward will be given with the approval of the chairman of the company.

8. Confidentiality of Complaint Management

- 1) The personal data and information of the complainant, and the content of the report must be kept strictly confidential. The materials and records of the report shall be handled as confidential material. Closed reporting cases shall be kept in archives.
- 2) When the reporting management department accepts reports from informants or verify the situation with related persons, it shall proceed

without revealing the identity of the informants.

- 3) To advertise the rewards for informants, the consent of the informant must be obtained, otherwise the disclosure of personal information is not permitted.

9. Related Responsibilities

- 1) Violations of the relevant provisions of these Measures or disclosing of complainant information are to be dealt with seriously in accordance with relevant provisions. If the circumstances are minor, the violators shall be transferred from their posts, demoted and/or have salary reduced. Where a crime is committed, it shall be transferred to the judicial authorities for investigation of criminal responsibility.
- 2) Where a complainant deliberately fabricates facts or creates an incident in the name of reporting to interfere with the normal work of the related department, he or she shall be handled seriously in accordance with relevant provisions. Where a crime is committed, it shall be transferred to the judicial authorities for investigation of criminal responsibility.
- 3) Where retaliation against a complainant is verified, it will be handled in accordance with relevant provisions, and where a crime is committed, it shall be transferred to the judicial authorities for investigation of criminal responsibility.
- 4) Where a reporter or complainant causes personal injury, reputation or economic loss as a result of retaliation, the complaint management

department shall proceed in accordance with legal provisions. The informant may also lawfully file a lawsuit with the court to request indemnity.