With the increasing global attention to sustainable d

mechanisms, and promoting communication and negotiation, potential conflicts can be identified and prevented in advance. The company strictly abides by relevant domestic and international laws and regulations, international standards, and industry norms to ensure the legality and compliance of business activities. At the same time, we focus on the coordination and unity of environmental protection, social responsibility, and economic benefits,

emergency plans, and ensure that we can respond and handle conflicts quickly and effectively.

2) Mediation and negotiation: When conflicts arise, we actively seek ways to mediate and negotiate, work with stakeholders to find solutions, and avoid escalation of the conflict.

3) Legal aid: When necessary, the company seeks legal support and assistance to safeguard the interests of the company and employees through legal channels.

This policy is effective from the date of approval by the Board of Directors, and we will regularly refine and update it to ensure that it meets the changing expectations of various stakeholders and adapts to changes in relevant guidelines and standards.