

Anti-Discrimination and Anti-Harassment Policy

Guangdong [Company Name] Limited (hereinafter referred to as "Dongcheng Holdings" or "the Company") is committed to creating a safe, respectful, and inclusive working environment for all employees. The Company explicitly prohibits any form of harassment (including sexual and non-sexual harassment) and discrimination and adopts a zero-tolerance policy towards such behaviors. All employees, management, and third-party partners are required to comply with this group-wide policy. Violators will face disciplinary actions, including possible

[REDACTED]

(3) External Agencies: If internal channels fail to resolve the issue properly, employees may seek help from labor departments or anti-discrimination agencies.

Specific reporting channels, including hotlines and email addresses, are as follows:

- (1) Reporting Email: fwjcb@dongpeng.net
- (2) Anti-Fraud and Integrity Reporting Email: