Corporate Document of CNGR	Grievance Management	
	Sustainability Office	
	7	
	2026	

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To promptly identify and address potential risks and non-compliance issues within CNGR Advanced Material Co., Ltd. and its branches and subsidiaries (hereinafter referred to as "the Company") operating environment, society, governance. This procedure aims to continuously enhance the Company's management capabilities and information transparency, establish harmonious and mutually beneficial relationships with all stakeholders, protect the legitimate rights and interests of stakeholders, and provide an effective remediation channel that meets international standards.

Any stakeholder may submit opinions, suggestions, or grievances regarding matters related to the Company's products, or any violation of laws, regulations, and environment, society, governance requirements, especially supply chain due diligence requirements, caused by or contributed to by the Company's activities in the extraction,

occurrence. The Company generally will not accept grievances regarding disputed events raised by relevant stakeholders after more than one year. However, for ongoing violations or severe human rights impacts known to the Company, the Company commits to handling these flezs

Indonesian Ministry of Energy and Mineral Resources Complaint Platform:
https://www.esdm.go.id
Indonesian Ministry of Environment and Forestry (KLHK) Reporting Platform:
https://icircle.menlhk.go.id
Indonesian National Commission on Human Rights (Komnas HAM):
https://www.komnasham.go.id

To ensure thffoکِ

required.

Step 4: Result Feedback and Communication (within 5 working days)
In accordance with the UN Guiding Principles on Business and Human Rights, the Company commits to transparent management of the grievance handling process (receipt, investigation, feedback) and will appropriately disclose process information to stakeholders. Within 5 working days after the investigation is completed, the Company s

[redacted]

limited to: bullying, termination or unlawful withdrawal of benefits; compensation reduction; unfair negative work performance evaluations; exclusion from company activities or meetings; defamation; disciplinary action; wrongful termination; "cold-shouldering" at work.

The Company will take all reasonable measures to prevent retaliation against grievants, including, when necessary, temporarily adjusting work arrangements or providing other protective measures.

If an internal grievant believes they have been subjected to any retaliatory action violating this policy, they may file a complaint with their supervisor, the Legal Counsel, or the Head of Human Resources. External grievants may file complaints through industry associations, judicial institutions in their country of residence, etc. Individuals who seriously breach confidentiality, leading to harm to the grievant's legitimate rights and interests, will be referred to judicial authorities for handling.

This policy was approved and adopted by the [redacted] and ESG Committee in 2026. To ensure the mechanism continues to meet the [redacted]

