

Statement on Social Responsibility for Labor Protection

Shandong Gold Smelting Co., Ltd. (hereinafter referred to as the "Company") is a full-industry chain entity enterprise engaged in the smelting of non-ferrous metals and the recycling, refining, processing, and sales of gold and silver products. It supports the realization of the objectives of the "Responsible Sourcing Program" of the London Bullion Market Association, closely cooperates with customers and business partners upstream and downstream of the supply chain, jointly fulfills corporate social responsibilities, and builds a sustainable development industrial chain. The Company and its business partners fully understand and comply with all applicable laws and regulations regarding the protection of workers in the places of registration and operation, ensuring that employees enjoy their labor rights and fulfill their labor obligations.

The Company hereby solemnly declares that it has a zero-tolerance policy towards forced labor within the Company and its supply chain.

To ensure the realization of this commitment, the Company, its customers, and business partners upstream and downstream of the supply chain shall implement the following measures:

1. Sign labor contracts. The Company and its business partners shall, in accordance with the principles of equality, voluntariness, and reaching a consensus through consultation, sign labor contracts with employees to clarify the rights and obligations of both parties and regulate their behaviors. In

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accordance with relevant national laws and regulations, regarding matters such as labor remuneration, working hours, rest and leave, labor safety and hygiene, and insurance benefits, after reaching an agreement through collective negotiation, a collective contract shall be signed and submitted to the local human resources and social security bureau, the superior trade union organization, and the local industry and commerce association for the record and take effect.

2. Prohibit the employment and use of child labor. The Company and its business partners will not employ any workers under the age of 16 or below the minimum age specified by national or local laws or regulations. It does not support any act of employing child labor and firmly prohibits the use of the worst forms of child labor.

3. Eliminate all forms of forced and compulsory labor. This includes but is not limited to physical violence and sexual violence, labor in the nature of debt repayment, withholding of wages, restriction of movement, seizure of passports and identity documents, threats of reporting to the authorities or making complaints, etc. Arrange employees' working hours and rest and leave in accordance with the law, and implement a working hour system where the daily working hours do not exceed eight hours and the average weekly working hours do not exceed 44 hours. Employees have the right to enjoy rest and holidays as stipulated by national laws and regulations, and are entitled to paid annual leave.

4. Provide a safe and healthy working environment. The Company and its business partners shall eliminate any working conditions that seriously endanger life safety or health, prevent any major fire or explosion accidents, prevent fatal accidents at the work site, and prevent the occurrence or causation of diseases during the work process, such as collective infection incidents caused by infectious disease outbreaks. Identify and assess potential health and safety risks (including fire protection, industrial hygiene, heavy physical work, machine protection, etc.), and eliminate or reduce risks through measures such as hazard elimination, substitution, engineering controls, preventive maintenance, and safe work processes. Provide labor safety and hygiene conditions and necessary labor protection articles in accordance with national regulations, and conduct annual occupational health examinations for employees engaged in work with occupational hazards. In addition, appropriate measures shall be taken to protect the safety and health of female employees, especially pregnant and lactating female employees.

5. Carry out employee education and training work. The Company and its business partners shall establish an employee education and training system and regularly carry out employee education and training work for employees in accordance with national regulations. Provide training for employees engaged in special operations, and they shall work with certificates after obtaining special operation qualifications.

6. Ensure that there is no discrimination in employment and occupation. The

Company and its business partners shall implement the national minimum wage guarantee system, follow the principle of distribution according to work, and implement equal pay for equal work. Pay wages monthly, and do not deduct or delay the payment of employees' wages without justifiable reasons. Adhere to the principles of fairness, justice, openness, competition, and selection of the best, improve the talent selection and employment mechanism, provide employees with promotion channels, and optimize the allocation of human resources. Pay social insurance premiums for employees in accordance with national regulations, and create conditions to improve employees' welfare benefits.

7. Respect employees' effective rights to freedom of association and collective bargaining. The Company and its business partners recognize and respect employees' legitimate rights to exercise freedom of association and collective bargaining. Employees are allowed the right to freely associate and join trade unions, and the Company respects employees' rights to organize and conduct collective bargaining, and makes every effort to reach collective bargaining agreements.

8. Emergency response. The Company and its business partners shall assess possible emergency situations and events, including but not limited to fires, explosions, fatal accidents, mass poisoning, etc., and implement emergency plans and response procedures, including emergency reporting, on-site first aid, notification and evacuation procedures, regular training and drills, and

recovery plans, etc., to minimize the impact on people, the environment, and property.

A handwritten signature in black ink, appearing to read "Zachary". The signature is written in a cursive style with a large initial "Z" and a trailing flourish.