

Whistleblower Protection and Reward Policy

Seres adheres to integrity and uprightness, has zero tolerance for corruption, and encourages all employees and partners to actively participate in the Seres Sunshine Project and the construction of an integrity system. We aim to expose and report corrupt and illegal activities to create a clean and righteous environment for entrepreneurship and innovation, and to support Seres' sustainable, healthy, and high-quality development. To strengthen the protection of whistleblowers, this system has been established.

I. Scope of Reporting

(1) Seres employees who violate national laws and regulations and internal rules such as the "Anti-Corruption System," harm the company's interests, or use their positions or influence to seek improper benefits for themselves, related parties, or others.

(2) Seres business partners who violate the "Seres Business Cooperation Sunshine Project Integrity Agreement."

(3) Other behaviors that seriously damage Seres' image, reputation, and rights and interests.

II. Reporting Channels

Whistleblowers can report in the following forms:

(1) Telephone reporting: 023-65179813

(2) Mail reporting: Room 810A, North Building, Building 1, Seres Group Office, No. 7 Wuyunhu Road, Shapingba District, Chongqing

(3) Email reporting: jczb@seres.cn

(4) Appointment visit reporting

III. Reporting Requirements

(1) The content of the report should be truthful and factual, strictly prohibiting malicious reporting and false accusations.

(2) We encourage real-name reporting to assist supervisory personnel in accurately and efficiently investigating corrupt behavior. For those who cannot report under their real names, whistleblowers should provide detailed basic information about the reported person, facts of violation, and corresponding evidence.

IV. Protection for Whistleblowers

(1) The Supervision Headquarters is the dedicated anti-corruption department of Seres Group, independently conducting the acceptance and investigation of reports, and is directly led by the group and the party committee.

(2) The Supervision Headquarters has a standardized management mechanism and confidentiality measures. We strictly fulfill our obligation to keep confidential the personal information of whistleblowers, the matters reported, and the provided materials.

(3) Any unit or individual who violates confidentiality regulations, as well as any form of retaliation, will be severely punished, and if a crime is constituted, they will be held criminally responsible according to the law.

V. Rewards for Whistleblowers

If the reported content is verified to be true and the company recovers losses, we will grant the whistleblower corresponding rewards in accordance with the "Rewards and Punishments Management Measures," "Anti-Corruption System," and other relevant regulations.

VI. Supplementary Provisions

(1) This system is formulated, amended, and interpreted by the Seres Supervision Headquarters.

(2) This system shall come into effect from the date of promulgation. In case of any conflict with the provisions of this system, the provisions of this system shall prevail.