



The core value of Zhejiang Huayou Cobalt Co., Ltd. (hereinafter referred to as "Huayou Cobalt ", "Huayou", "the Company" or "us") is "integrity, innovation, responsibility, learning and passion". Huayou's mission is "to create value for customers and make contributions to the development of lithium power new energy industry".

When Huayou carries out its business, it always sets high standards for itself, including in the field of corporate social responsibility and compliance with relevant laws and regulations therein. Accordingly, we expect the same commitment from our suppliers. Our goal is to work with suppliers to ensure full compliance with the terms of this Code of Conduct. And suppliers apply these terms to suppliers who provide you with the products and services. For Huayou, we will consider these terms as part of our supplier selection, and we will actively monitor supplier compliance. Any violation of this Code may damage the business relationship between the Supplier and Huayou, or even lead to the termination of the business relationship between both parties.

Drawing on internationally recognized standards: the 10 Guidelines of the United Nations Global Compact, the Convention on the Rights of the Child, the Convention on Minimum Working Age, International Labor Standards, the United Nations Convention against Corruption, the ILO Safety and Health Implementation Guidelines, etc., the Guidelines outline Huayou's expectations and requirements for supplier behavior, as well as labor and human rights, health and safety Responsible conduct for environmental protection and ethics.

As the highest responsible body, the Board of Directors approves and fully supports the implementation of this policy; The ESG and Sustainable Development Management Committee is responsible for the interpretation, guidance and continuous improvement of this policy, and for monitoring and guiding the implementation of the policy.

ESG, Sustainable Development Department and Procurement Center are responsible for the implementation of specific work items, integrating the management of supplier code of conduct into daily operation, and reporting the progress and effectiveness of work on a regular basis.



1. **Prohibition of Child Labor:** Suppliers must employ employees at the minimum legal age required by local law. Apprenticeship programs in legal workplaces are permitted in compliance with laws and regulations.
2. **Forced or Compulsory Labor:** The Supplier may not use any form of forced or compulsory labor (such as forced, mortgaged, indentured, or involuntary prison labor). Employment is voluntary.
3. **Working Hours:** The Supplier shall comply with international conventions and local laws and regulations regarding working hours. Except in emergency or unusual circumstances, the weekly working hours including overtime shall not exceed 60 hours. Weekly work hours shall not exceed the maximum limits prescribed by local law. Employees should have at least one day off every seven days.
4. **Wages and Benefits:** The Supplier shall provide reasonable wages and benefits to its employees in accordance with local and national laws, including those relating to minimum wages, overtime and other compensation. All employees shall not be paid less than the statutory minimum wage.
5. **Humane treatment:** The Supplier shall not conduct harsh Feirendao behaviors such as sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal insult to employees; And shall not threaten to commit any such act. Disciplinary policies and procedures to support these requirements should be clearly established and communicated to employees.
6. **Anti-Discrimination:** Suppliers shall provide equal opportunities in recruitment, promotion, training, remuneration and benefits, and shall not discriminate against others on the basis of race, religious belief, age, nationality, sexual orientation, gender, gender identity and performance, marital status, pregnancy, political affiliation or disability. Employees or applicants must not be required to undergo a discriminatory medical examination.
7. **Freedom of Association:** To the extent permitted by law, the Supplier shall respect the right of workers to freely associate, participate in collective bargaining or take peaceful assembly in accordance with the law, shall not interfere with, obstruct or prohibit employees from forming or joining organizations, electing representatives, participating in collective bargaining and carrying out all lawful activities, and shall not discriminate or penalize workers on account of their participation or non-participation in any trade union or related organization.

1. The Supplier shall provide training through the use of written materials, video, and other means to ensure that all employees receive relevant information.

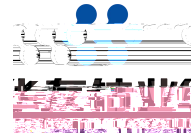
2. Emergency procedures, including fire, incidents and safety, shall be clearly posted and understood by all employees. Procedures, including first aid, emergency equipment, and adequate training shall be provided to minimize hazards.

3. The Supplier shall provide training to prevent workplace injuries and illnesses. The Supplier shall provide training to employees on the following: **OSHA 101**; Classify and identify work-related hazards and control measures; and **OSHA 300**. The Supplier shall provide training to employees on the following: **OSHA 101**; Provide necessary personal protective services; Investigate the causes of workplace accidents and incidents; and **OSHA 300**. The Supplier shall provide training to employees on the following: **OSHA 101**; Evaluate the impact of workplace accidents and incidents on employees; and **OSHA 300**.

4. Working Conditions: The Supplier shall ensure that all work areas, including clean food preparation, storage and dining facilities, are maintained in a safe and sanitary condition. All work areas shall be kept clean and safe and shall be provided with appropriate emergency exits, hot bath water, adequate heating and ventilation, and reasonable private space for easy access.

5. Communication of health and safety information: The Supplier shall provide appropriate information to employees in their main language. Health and safety related information shall be prominently posted on the premises. **OSHA 101** P hP (&S& P 5 D €• p

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2. **Pollution Prevention and Resource Conservation:** All types of resource consumption and pollution (including water and energy) should be reduced and eliminated at source or through practices such as improved production, maintenance and facility processes, replacement of materials, resource conservation, material recycling and reuse, etc.

3. **Hazardous Materials Management:** Suppliers shall identify and control hazardous chemicals and other materials released into the environment to ensure their safe handling, transportation, storage, use, recycling or reuse and disposal.

4. Suppliers should protect

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10. Biodiversity and land conservation: When purchasing raw materials and planning their use, suppliers should give priority to environmental standards and regulations. They should analyze the potential impacts of projects or activities on biodiversity and land, and formulate corresponding ecological prevention and restoration compensation measures. Please refer to the Biodiversity Conservation and Land Use Policy, which complements this Code of Conduct, for specific requirements.

11. No deforestation commitment: Suppliers shall prohibit deforestation in all areas of their business, actively safeguard forest resources from encroachment, strengthen forest protection and reduce deforestation risks.

1. Business Integrity: Suppliers shall adopt a zero-tolerance policy prohibiting any form of bribery, corruption, extortion and misappropriation of public funds. All business transactions should be transparent and accurately reflected in the participant's business accounts and records. Monitoring and enhanced procedures should be introduced to ensure compliance with anti-corruption laws.

2. Information Disclosure: Suppliers shall disclose information about their business activities, organizational structure, financial condition, labor, health and safety, and the environment in accordance with applicable regulations and major industry practices.

3. Community participation: Encourage suppliers to participate in community activities to promote the social and economic development of the community.

4. Identity protection and non-retaliation policy: Suppliers must establish an anonymous complaint mechanism to ensure confidentiality and anonymity of the identity of whistle-blower and prohibit retaliation.

5. Intellectual Property Protection: Suppliers shall respect intellectual property rights and shall not infringe or abuse others' intellectual property rights or use unauthorized or illegally acquired intellectual property rights. If the Supplier suffers losses or lawsuits due to infringement of intellectual property rights of others, the Supplier shall assume full responsibility and compensate for the losses.

6. Privacy protection: The Supplier is obliged to respect and protect the privacy of the Company and its third party customers, including but not limited to personal information, business data, financial information, etc., and shall not collect, use, store, transmit or disclose any private information irrelevant or beyond the scope of cooperation. Supplier shall assume full responsibility and indemnify Company for an onth» t

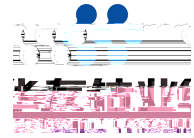


result of a breach of privacy.

7. Anti-monopoly and Anti-Competition Practices: Supplier shall comply with all applicable national and international antitrust and trade control regulations. Partners shall not monopolize the market or engage in unfair competition, either alone or jointly with other partners.

8. Conflicts of interest: The Supplier shall avoid any conflict of interest with Huayou Cobalt or Huayou Cobalt's employees that may affect its objective judgment or impartial behavior. If the supplier has relatives, equity cooperation, employment and other interests with the Company or its employees, he/she shall report to the Company at the first time and take corresponding measures according to the requirements of the Company.

9. Responsible Mineral Procurement: For specific requirements, please refer to the Supplier Standard for Responsible Mineral Procurement, a supplement to this Code of Conduct, which has been^{HP} rem^I



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