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 suppliers' 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

Committee is responsible for the interpretation, guidance and continuous improvement of this



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relevant training

2. [illegible] identify potential emergency situations and their potential impact [illegible] and minimize the impact by implementing emergency preparedness and response procedures, including: emergency reporting, employee notification and evacuation procedures, employee training and drills, adequate fire detection and suppression equipment, adequate exit facilities, and recovery plans. Such plans and procedures shall focus on minimizing the impact to life, environment and property.

3. Work injuries and illnesses: Suppliers shall establish appropriate procedures and systems to prevent, manage, track, and report work injuries and illnesses, including provisions to: encourage employee reporting; Classify and record work-related injury and disease cases; Providing necessary medical services; Investigate the case and take corrective actions to eliminate the impact; Help employees get back to work.

4. Living Conditions: The Supplier shall provide clean toilet facilities, drinking water and clean food preparation, storage and dining facilities for its employees. Staff quarters provided by vendors or labor agents shall be kept clean and safe and shall be provided with appropriate emergency exits, hot water, adequate heating and ventilation, and reasonable private space for easy access.

5. Communication of health and safety information: The Supplier shall provide appropriate health and safety training to employees in their main language. Health and safety related information shall be prominently posted on site.

2. [redacted] Prev[redacted]ptic[redacted]
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practices such as improved production, maintenance and fa[redacted]y processes, replacement of materials, resource conservation, material recycling and [redacted], etc.

3. Hazardous Materials Management: [redacted] shall [redacted]



10. Biodiversity and land conservation: When purchasing raw materials and planning land use, suppliers should give priority to environmental standards and ecological impacts, 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

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 be ] İ



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.