

## Commitment to Fulfil Social Responsibility

Honorable partners:

Guangzhou Battsys Co., Ltd. adheres to the Code of Conduct of the Responsible Business Alliance (RBA) in the process of promoting the sustainable development of enterprises, and is committed to promoting the joint understanding of RBA social responsibility and business ethics code, improving the understanding of RBA social responsibility and business ethics code, and promoting compliance with RBA standards and local laws and regulations. Jointly establish a healthy and benign supply chain, and jointly assume corporate social responsibilities. To this end, the company has formulated a social responsibility policy: **respect for employees, integrity and law-abiding, safety and health, harmonious co-creation.**

At the same time, we have established the following commitments/codes of conduct:

1. Labor: Uphold the basic human rights of workers, treat workers with dignity, and comply with all relevant national and local laws, regulations, bylaws, guidelines, codes of conduct, and other provisions related to labor and employment, including:
  - 1.1 The use of child labor and forced labor is prohibited, and no suppliers or subcontractors that use child labor or forced labor are accepted.
  - 1.2 Workers under the age of 18 shall not be required to perform work that may endanger their health, safety or development, and young workers have been managed in accordance with the law.
  - 1.3 Respect workers' freedom and prohibit any form of forced labor.
  - 1.4 Promote labor-management cooperation and respect employees' freedom of association and right to collective bargaining.
  - 1.5 Provide an equal and fair working environment and prohibit any form of discrimination.
  - 1.6 Respect the basic human rights of employees, prohibit any form of insulting behavior and protect the privacy of employees.
  - 1.7 Reasonable arrangement of production plan, reasonable arrangement of workers' working hours and rest and vacation.
  - 1.8 Provide reasonable wages and benefits that meet at least the basic needs of workers and minimum wage standards.
2. Provide safe and hygienic working and living conditions to ensure the safety and health of employees, including:
  - 2.1 Occupational health grading control, implementation of control, prevention and emergency safety procedures, implementation of occupational health training.
  - 2.2 Mechanical protection: provide all physical protection devices and barriers, correctly guide the work to operate the machines and equipment, and ensure the Guarantee the safety of operation.
  - 2.3 Enhance risk identification, form risk contingency plans and regular drills.
  - 2.4 Factory security procedures will be maintained to prevent unauthorised goods from being mixed into shipments (e.g. drugs, dangerous or explosive substances, biological and other prohibited goods).
3. Comply with applicable environmental management rules, regulations and standards, and observe local environmental practices.
  - 3.1 Set environmental objectives and targets for environmental protection in the business activities independently.
  - 3.2 Regularly review the operation of the environmental management system to ensure the effective implementation of the environmental management system.
  - 3.3 Independently carry out the annual "carbon inventory" of the enterprise and formulate feasible emission reduction measures.

4. Maintain the highest standards of integrity in business dealings and prohibit any form of bribery, blessing, or extortion.
- 4.1 Respect and protect the intellectual property rights, information security, and privacy of all parties involved, including customers, suppliers, and employees.
- 4.2 Ensure that all metals contained in products sold to customers meet the requirements of Responsible Mineral Sourcing.
- 4.3 Business transactions are accurate and transparent. We will disclose relevant information in accordance with legal and regulatory requirements.
- 4.4 Comply with all applicable international trade laws, including those relating to the import, export or re-export of goods and services.
- 4.5 Avoid any conflict of interest in business dealings with related parties, and if any conflict of interest arises, disclose it truthfully to the related parties.
- 4.6 Unless prohibited by law, the Company strongly maintains programmes and communication channels that ensure confidentiality, anonymity and the protection of employees and other whistleblowers, and safeguards the safety of whistleblowers.
5. Take corrective and remedial measures in a timely manner for any non-conformity that violates social responsibility standards and promote continuous improvement.

We look forward to the strong support and cooperation of all relevant parties for our activities aimed at social responsibility. Thank you!

Guangzhou Battsys Co. ,Ltd  
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