# Ganfeng Lithium Sustainable Development

# Code and Commitment

## Chapter General Principles

### Article Purpose

Ganfeng Lithium Group Co., LTD. (hereinafter referred to as "Ganfeng Lithium" or "we") has established a sustainable development management system covering the entire industrial chain with the mission of "utilize limited lithium resources to create a green, clean and healthy life for human development and progress". This code is designed to regulate the business operations of enterprises and ensure that the development of enterprises is in harmony with environmental protection, social responsibility and compliant governance.

### Article Guidelines

It is developed in accordance with international standards such as the Ten Principles of the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, the Ten Principles of International Lithium Association, and the Responsible Business Alliance Code of Conduct.

### Article Scope

It applies to the headquarters of Ganfeng Lithium, all production bases around the

world and holding subsidiaries, and the subjects include employees, dispatched workers and management teams. We encourage suppliers, contractors and partners to comply with the code, and Ganfeng Lithium reserves the right to suspend or terminate the partnership in case of any violation of the code.

## Chapter Governance

### Article Compliant Operation

We strictly abide by the laws and regulations of all the countries (regions) where we operate, including mandatory provisions in areas such as mineral resource development, environmental protection, and labor rights. At the same time, we respect local culture and customs and ensure that our business activities are in line with local cultural traditions and social expectations.

### Article Business Ethics

We strictly enforce our business ethics policy, prohibit any form of direct or indirect transfer of benefits such as cash, gifts, securities, etc., and strictly control business hospitality expenses. Any misconduct discovered will be dealt with seriously. We require our partners to sign the Anti-Bribery/Anti-Corruption/Anti-Child labor Commitment Letter. We advocate for free and fair competition, maintain a fair market competition environment, and conduct regular anti-monopoly and unfair competition reviews in key business areas. We prevent and handle conflicts of interest properly. Employees report possible conflicts of interest in a timely manner and apply for recusal, adhering to the

principle of prioritizing overall interests.

Article Transparency and Communication

We maintain communication with stakeholders through diverse channels and publish annual sustainability reports detailing progress on major issues. We allow stakeholder feedback in the form of email, phone, etc., and seek feedback from all parties through investor briefings, community hearings, etc.

## Chapter Social Responsibility

Article Community Co-construction

We respect the rights of indigenous people and safeguard their legitimate rights to land and resources by establishing regular community consultation mechanisms, community development funds and the concept of shared benefits. We implement a location-first policy, prioritizing the employment of local residents in its operations, purchasing local services and materials, and providing targeted support for infrastructure around the operational area through the community development fund.

Article Employee Rights

We abide by all core conventions of the International Labor Organization and the labor laws used in the places where we operate, and are committed to building legal, equal and transparent labor relations and providing a competitive compensation system and equity incentives. We strictly prohibit the employment of child labor and forced labor, opposes workplace harassment, and establishes complaint channels to protect

employees from discrimination and improper treatment. We open up promotion paths and provide training to support employee growth. We strictly adhere to labor safety regulations, continuously optimize production facilities and equip them with standard protective equipment, and ensure employee safety by providing regular health checks and safety training.

Article Responsible Procurement

We implement full chain responsibility management for critical mineral raw materials. We have established an ESG risk management system for suppliers, vetoing suppliers with "zero-tolerance issues" such as exacerbating conflicts and human rights violations, and assessing suppliers' environmental, social and governance performance.

## Chapter Environmental Protection

Article Resource Management

We will deepen the intensive use of energy and water resources, gradually replace traditional energy with clean energy, improve production efficiency and process flow, and promote the gradual reduction of energy and water consumption per unit of product. We maximize the use of mineral resources, extract products with maximum efficiency, and promote recycling and secondary utilization of by-products.

Article Climate Change

We are taking a series of actions to address climate change, including strengthening our resilience, setting carbon reduction targets, and building a carbon footprint

traceability system covering the supply chain. We focus on investing in low-carbon technology innovation and continue to provide green solutions for society.

Article Ecological Protection

We practice the principle of parallel development and restoration throughout the entire life cycle and implement customized biodiversity conservation plans for each mine. We have developed mine closure plans in advance, requiring ecological restoration to be completed before the closure and proper resettlement of mine workers.

## Commitment and Outlook

We firmly believe that sustainability is the cornerstone of our long-term business development and will continue to be committed to achieving excellence in environmental, social and governance aspects. We will work closely with our stakeholders to create a greener, more harmonious and sustainable future.

## Stakeholder engagement

ESG progress query: www.ganfenglithium.com/esg

Anonymous complaint channel: shenji@ganfenglithium.com

Ganfeng Lithium Group Co., LTD.

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