The Supplier Code of Conduct （2025）

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Foreword

Ganfeng Lithium Group Co., Ltd. and all of its subsidiaries (collectively referred to as “Ganfeng” or “We”) place high importance on corporate social responsibility, maintaining strict standards for cooperation with suppliers across governance, social, and environmental aspects. We promote the active participation and shared commitment of all parties involved to foster sustainable and responsible development.

The Code (as defined hereinafter) is developed based on generally accepted principles within the industry and the international community, complemented by Ganfeng’s management requirements for suppliers. We expect our suppliers to strictly comply with all applicable laws and regulations in all business activities and to fully implement the provisions of the Code. Suppliers should actively take measures to ensure compliance, thereby enhancing the Ganfeng’s overall reputation and generating greater mutual benefits.

We require our suppliers to uphold principles of responsibility towards the law, society, ethics, and the environment in their cooperation with Ganfeng. Additionally, we encourage suppliers to go beyond the minimum requirements of the Code in pursuit of continuous improvement and responsible business practices.

Ganfeng welcomes suppliers to adopt industry standards and best practices recognized nationally and internationally, continuously enhancing the competitiveness of their products and services. We conduct thorough assessments of supplier compliance with the Code. Any violations may jeopardize the cooperative relationship between the supplier and Ganfeng and could potentially result in the termination of our partnership.

Purpose

Ganfeng is committed to collaborating with its supply chain partners to build a green energy system. Through in-depth cooperation and coordinated development, we aim to create a green, healthy, and sustainable value chain. We expect our supply chain partners to strictly adhere to all applicable laws, regulations, international norms, and standards in areas such as social responsibility, occupational health and safety, environmental protection, compliance, business ethics, and responsible procurement.

We encourage our partners to continuously enhance their corporate social responsibility management capabilities and to promote business practices aligned with Ganfeng's core values: *Integrity and Transparency, Responsibility Fulfillment, Specialization and Efficiency, Innovation-Driven Development, and Win-Win Cooperation.*

To support this vision, Ganfeng has established *the Ganfeng Supplier Code of Conduct* (hereinafter referred to as the "Code"), which sets forth our fundamental requirements for supply chain partners across social responsibility, occupational health and safety, environmental protection, governance and business ethics, responsible purchase, product quality safety. The goal is to ensure the long-term sustainability of our supply chain and to achieve our shared development objectives.

Principle

The Code is an integral part of the signed agreement between Ganfeng = e ŧ tw

Scope of Implementation

The Code applies to suppliers (and all affiliated entities) providing products and/or services to Ganfeng. The scope includes Ganfeng's joint manufacturers, partners in joint ventures, and all personnel engaged in providing labor or services for Ganfeng, such as employees, labor workers, apprentices, and foreign workers.

Business partners are responsible for conducting due diligence and ensuring that their upstream suppliers comply with the Code. This includes requiring upstream suppliers to share progress updates during the supplier selection process related to any products and/or services to be provided to Ganfeng.

The supplier shall commit to adhering to the following principles and requirements in all business related to Ganfeng:

1. Scope of Implementation

1.1 The supplier shall adhere to all applicable laws and regulations of the country or region where its business activities occur, as well as other relevant legal requirements, including those related to anti-bribery, international trade (including sanctions and export controls), data protection, confidentiality and privacy, intellectual property rights, anti-monopoly, and anti-unfair competition, to ensure full compliance with the Code. In cases where the legal, regulatory, or standard requirements of the supplier's operating country or region and the Code address the same subject but do not conflict, the provisions with the higher requirements shall take precedence. If any provision in the Code conflicts with applicable laws, regulations, or standards of the supplier's operating country or region and such conflict could result in legal violations, the applicable laws, regulations, or standards shall prevail.

1.2 The supplier shall comply with the stipulation in the relevant contract of Ganfeng when delivering any equipment, materials, products, and services.

1.3 The supplier shall recognize that their business activities have direct or indirect impacts on society and the environment. Accordingly, they shall give due consideration to the interests of all stakeholders, including employees, customers, their own suppliers, business partners, shareholders, and local communities. To assess and address any conduct inconsistent with the Code, the supplier must grant Ganfeng full access to all relevant information and facilities. In the event of detected or suspected non-compliance, the supplier is required to promptly report to Ganfeng and submit a corrective action plan, including timelines for improvement. This process is essential for Ganfeng's ongoing evaluation of the supplier's performance and compliance.

1.4 The supplier, including its employees (directors, supervisors, senior

managers), shareholders, parent company, subsidiaries, and branch offices, shall ensure that all business activities fully comply with the applicable laws and regulations of the countries and regions where the supplier and its affiliates operate. This obligation encompasses, but is not limited to, local, national, regional, and international laws, regulations, restrictions, or guidelines, as well as all relevant policies issued by Ganfeng. The supplier shall ensure that each employee has access to adequate legal information and relevant training to uphold these compliance requirements.

1.5 Ganfeng encourages our suppliers to establish and implement management systems in accordance with the *RBA Code of Conduct*.

2. Social Responsibility

2.1 Ganfeng encourages the suppliers to establish and implement management systems in accordance with *the RBA Code of Conduct*.

2.2 Child Labor and Young Workers

The supplier shall comply with all applicable laws and regulations concerning the minimum working age, adhere to the provisions of the *United Nations Convention on the Rights of the Child*, and strictly refrain from utilizing or supporting any form of child labor.

The supplier shall not employ individuals under the age of 16, except where such employment is permitted by national or local laws and is in accordance with the guidelines of *the International Labor Organization*.

The supplier shall establish management systems aligned with local regulations to safeguard the lawful rights and interests of minors. When employing workers aged 16 to under 18, the supplier must ensure that their working environment and working hours comply with applicable national and local laws. Additionally, the supplier shall guarantee that underage workers under 18 are not engaged in work that could endanger their health or safety.

The supplier shall maintain accurate records of student workers, conduct thorough due diligence on educational partners providing student workers, and safeguard the rights and welfare of student workers in accordance with applicable laws and regulations to ensure their proper management and protection.

The supplier shall implement effective measures to prevent the use of child labor, including, but not limited to, thoroughly verifying the age of all employees during the recruitment process. The supplier shall maintain records of each employee's date of birth or use legally recognized methods to determine their age. In the absence of identity document, the supplier must confirm the employees' ages through other lawful and reliable means. If child labor is identified, the supplier is responsible for providing appropriate assistance and remedial measures.

2.3 Prohibition of Forced Labor

The supplier shall comply with all applicable laws, regulations, and policies prohibiting forced labor. When providing goods and/or services to Ganfeng, the supplier must neither tolerate nor employ any form of forced labor, bonded labor, human trafficking, slavery (including modern-day slavery), or prison labor. The supplier shall strictly refrain from engaging in human trafficking activities, including transporting, harboring, recruiting, transferring, or receiving individuals through threats, coercion, force, abduction, or fraud for labor or services.

The supplier shall ensure that employees have reasonable freedom of movement within the factory premises, including the right to access and exit company-provided dormitories or living quarters (if applicable). The supplier shall not impose restrictions that go beyond the scope of normal management needs.

Before hiring, the supplier must provide all employees with a written employment agreement in their native language or a language they can understand. This agreement should include clear explanations of all employment terms and conditions. For foreign migrant employees, the employment agreement must be provided prior to their departure from his or her country/region and there shall be no substitution or change(s)

allowed in the employment agreement upon arrival in the receiving country/region, unless these changes are made to meet local law and provide equal or better terms. All work shall be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given, which shall be clearly stated in workers' contract.

The supplier shall maintain documentation on all leaving workers. Employers, agents, and sub-agents shall not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits. Documentation may only be retained if required by local law, and at no time shall workers be denied access to their own documents.

The supplier shall not require employees to pay deposits, recruitment fees, or any other charges at the time of employment, nor shall they be asked to deposit identification documents. Additionally, the supplier shall not withhold any part of the wages, benefits, property, or worker's certificates to compel employees to continue their employment.

In the course of working or providing services for Ganfeng (including its own operations and the business operations of subsidiaries and service providers), if a supplier discovers any actual or suspected forced labor, it must immediately report the situation to Ganfeng and implement effective remedial measures.[i]

2.4 Non-Discrimination/Non-Harassment/Humane Treatment

The supplier shall uphold internationally recognized human rights standards and shall not participate in or support any actions that infringe upon human rights. The supplier shall comply with all applicable laws regarding discrimination, harassment, and abuse. It shall respect the dignity, privacy, and rights of every individual, and refrain from applying or endorsing physical punishment, mental or physical coercion, or contemptuous language. Employees must be treated with respect and humanity, and in no case shall they be subjected to crude or inhumane treatment.

The supplier shall commit to providing workplaces free from harassment and

unlawful discrimination. The supplier shall not permit any threatening, abusive, exploitative, or sexually harassing behavior, including posture, language, and physical contact, in the workplace, in the residence provided or managed by them, or in other premises.

The supplier shall neither support nor engage in discriminatory practices based on factors such as race or ethnicity, color, national origin, religion, physical disability, sex, sexual orientation, gender identity and expression, reproductive status, political affiliation, community membership, protected genetic information, marital status, age, or other characteristics. This applies to all aspects of employment, including hiring, compensation, training opportunities, promotion, dismissal, and retirement. The supplier shall respect employees of diverse races, ethnicities, and religious beliefs, and shall not interfere with their exercise of rights necessary to observe their beliefs and customs. Reasonable accommodations shall be provided for employees' religious activities and disabilities. The supplier shall not require employees or potential employees to undergo medical tests or physical examinations that could be used discriminatorily.

The supplier shall clearly establish the disciplines and procedures for these requirements and communicate them to employees.

2.5 Working Hours

The supplier shall adhere to all applicable laws, regulations, and industry standards concerning working hours, rest breaks, and public holidays.

The supplier shall provide statutory rest days, public holidays, and paid leave. Additionally, the supplier shall maintain accurate records of all hours worked, including overtime.

The supplier shall ensure that employees do not work more hours per week than the maximum permitted by local law. Additionally, employees should not work more

than 60 hours per week, including overtime. Under normal circumstances, employees shall have at least one day off every seven days, and overtime hours must not exceed national or local legal limits. In exceptional circumstances where working hours exceed these limits, the supplier shall promptly submit a written report to Ganfeng explaining the reasons for the overtime.

The supplier shall establish an effective control and compensation mechanism for overtime work, ensuring that overtime is voluntary and that employees' physical and mental health are safeguarded.

2.6 Wages and Benefits

The supplier shall pay wages and provide benefits to all employees fairly and without discrimination, in accordance with applicable laws.

The supplier shall ensure that all paid hours meet or exceed the minimum legal wage or the higher minimum pay standards prevailing in the local industry. All employees shall receive equal pay for equal work and work of equal value. Overtime pays and bonuses shall be provided in accordance with legal requirements. The supplier shall pay all benefits mandated by law and shall not make unlawful deductions from wages. Wage deductions for disciplinary measures are strictly prohibited.

The supplier shall communicate, either orally or in writing, to all employees' details of their wages, incentives, benefits, and bonuses to which they are entitled under applicable laws and at the specific workplace. When wages are paid, employees shall be paid in full and on time. Payroll shall be clear, understandable, and include sufficient information to verify the accuracy of the remuneration for the work performed.

The supplier shall comply with local legal restrictions on the use of temporary, dispatch and outsourced workers. The supplier shall provide appropriate support and training to all student workers. Where not required by local law, student workers, interns and apprentices shall be paid at least the same level as those of entry-level employees performing equivalent or similar work.

2.7 Freedom of Associations and Collective Bargaining

The supplier shall comply with applicable laws and regulations, respect employees' rights to organize and join trade unions, workers' councils, or similar workers' organizations, engage in collective bargaining, and to choose not to participate in such activities.

The supplier shall ensure that union members, workers' representatives, and any employees participating in similar workers' organizations are not subject to discrimination, harassment, coercion, or retaliation due to their membership or involvement. Additionally, the relevant employee representatives shall be permitted to maintain contact with the employees they represent in the workplace.

The supplier shall establish a communication mechanism with employees, ensure regular dialogue with employees or their representatives, and maintain confidentiality measures for employee grievances. Employees and their representatives shall have the opportunity to communicate openly with management and to express their views and concerns regarding working conditions and management practices without fear of discrimination, harassment, coercion, or retaliation.

3. Occupational Health and Safety

3.1 Ganfeng encourages the supplier to establish and implement a management system with reference to ISO45001 Occupational Health and Safety Management System Standards.

3.2 Occupational Health and Safety

The supplier shall obtain, maintain, and renew all required health and safety permits in accordance with applicable laws and regulations, and shall comply with the relevant provisions of such permits.

The supplier shall provide a safe and healthy working environment and maintain this environment through continuous and systematic monitoring of the health of employees and the working environment. The supplier shall also provide occupational

health monitoring, regularly assess whether employees have suffered health impairment as a result of occupational exposures, and occupational health protection programs shall be carried out on an ongoing basis with risk education materials related to the hazards to which employees are exposed in the workplace.

The supplier shall utilize control levels to identify, assess and mitigate potential health and safety hazards (including chemical, electrical, and other energy, fire, vehicle, fall hazards, etc.) that employees may encounter. In the event that the aforementioned hazards cannot be effectively controlled through the established means, the supplier shall provide employees with appropriate and well-maintained personal protective equipment, as well as educational materials on the risks associated with these hazards. Employees engaged in special operations shall be provided with specialized training and required to obtain the necessary qualifications for such work. Additionally, the supplier shall take appropriate measures to safeguard the safety and health of female workers, with particular attention to pregnant and lactating women.

The supplier shall provide employees with workplace and safety information and training in their native language or another language that they understand. Such information and training shall describe all identified workplace hazards to which the employees are exposed, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. The supplier shall clearly post health and safety-related information in factory areas or in conspicuous locations within easy reach of employees.

The supplier shall ensure that health and safety training is tailored to specific populations (e.g., gender, age) and targeted risks, where applicable. The supplier shall complete mandatory safety training for all employees prior to onboarding and regularly conduct on-the-job retraining.

The supplier shall also establish an anonymous reporting mechanism. Employees are encouraged to provide feedback on health and safety issues without concern. Any form of retaliation is strictly prohibited.

The supplier shall formulate a responsible chemical management policy, which must be in compliance with the relevant national laws and regulations as well as the

reasonable requirements of Ganfeng regarding chemical management. The supplier must also establish rules and regulations for the use of chemicals and have a rational plan for the phasing out of chemicals.

The supplier must identify each chemical, issue a chemical safety data sheet, and disclose the registration and use of all chemicals. When applying to new products, new designs, and new processes, the risks of all relevant chemicals must be re-evaluated.

For enterprises involved in the transportation of hazardous chemicals, which are explicitly required by national laws and regulations to implement special safety and environmental protection management, it is essential to ensure that the company's own practices are accurately consistent with these special requirements. In particular, it is necessary to ensure that the production license, transportation qualification, and other certificates of hazardous chemicals, as well as their packaging and containers, are authentic, reliable, and in a valid state. This is to fully comply with the national safety and environmental protection management regulations for the relevant industries.

3.3 Emergency Preparedness

The supplier shall establish the necessary mechanisms to identify and assess potential emergencies and incidents. The supplier shall ensure that emergency facilities are accessible and designate personnel responsible for handling emergency incidents to ensure that employees have access to emergency services. The supplier shall also minimize the impact of emergencies by developing and implementing emergency response plans (including emergency reporting, employee evacuation, training and drills, fire alarm and extinguishing devices, safety exits and recovery plans, etc.). Emergency drills shall be conducted at least once a year, or in accordance with local requirements, whichever is more stringent.

3.4 Occupational Injury and Illness

The supplier shall establish the necessary mechanisms to identify, prevent, manage, track, and report work-related injuries and illnesses. The supplier shall also develop and implement corrective actions to eliminate or mitigate the impacts of such injuries and

illnesses. This includes making provisions to encourage employees to report incidents, to classify and document cases of injury and illness, to provide necessary medical care, to investigate cases and take corrective action to eliminate their source of accidents, and to help employees return to work.

The supplier shall permit employees to voluntarily evacuate when they are confronted with imminent harm and shall not require them to return until the situation has been alleviated. Employees shall not be subject to any form of retaliation for exercising this right.

3.5 Sanitation, Food and Housing

The supplier shall provide employees with clean and hygienic restroom facilities and drinking water. Where necessary, the supplier shall also provide clean and hygienic food storage and dining facilities. If the supplier operates an employee canteen, it is required to ensure that the environment and food meet the relevant hygiene and safety regulations.

Suppliers that provide accommodation for their employees shall maintain the cleanliness, hygiene, and safety of the dormitories and related facilities. They shall also meet the basic living needs of their employees.

3.6 Physically Demanding Work

The supplier shall identify, assess, and control the impact on employees who are engaged in physically demanding work. This includes tasks such as manual handling/loading and unloading of materials, repetitive heavy lifting, prolonged standing, and highly repetitive or strenuous assembly work.

3.7 Machine Safeguarding

The supplier shall conduct a comprehensive inspection of all production machinery and equipment to identify potential safety hazards. Physical guards, interlocks, and barriers shall be provided and properly maintained where machinery presents an injury hazard to workers.

4. Environmental Protection

4.1 Ganfeng encourages the supplier to establish and implement a management system with reference to the requirements of ISO14001 environmental management system standards, and take the initiative to provide Ganfeng with plans and progress for implementing and carrying out environmental system certification.

4.2 Environmental Permits and Reporting

The supplier shall be responsible for obtaining, maintaining, and renewing all necessary environmental protection administrative permits, approvals, and registrations in accordance with applicable laws and regulations. The supplier shall also comply with the operational and reporting requirements stipulated in these permits, approvals, and registrations.

4.3 Pollution Prevention and Resource Conservation

The supplier shall strictly comply with the relevant national, local, and industry environmental protection laws and regulations. The supplier shall enhance the management rules and regulations for wastewater, exhaust gas, and noise. Additionally, the supplier shall improve the treatment plan for sudden environmental pollution accidents.

The supplier shall endeavor to minimize or eliminate the discharge, release, and generation of pollutants at the source. This can be achieved through practices such as the installation of pollution control equipment, improvement of production, maintenance, and facility processes, or by other means. The supplier shall also use natural resources, including human resources, fossil fuels, minerals, and native forest timber, in a sustainable manner. This can be achieved through practices such as improving production, maintenance, and facility processes, using alternative materials, reusing, conserving resources, recycling, or other means.

The wastewater generated from the production and operation activities of the supplier must be discharged in strict compliance with national laws and regulations.

Such wastewater must be treated before being discharged into the natural environment, or it must be entrusted to a qualified institution for treatment. Ganfeng requires the supplier to establish a management policy regarding wastewater and water quality must meet the discharge standards.

The exhaust gases generated by the supplier from their operations, including volatile organic chemicals, aerosols, particulates, ozonation consumables, and combustion by-products, should be identified, monitored, controlled, and treated as required prior to discharge. Ozone-depleting substances should be effectively managed in accordance with *the Montreal Protocol* and applicable regulations. The supplier shall routinely monitor the health of their air emission control systems.

In the production and operation activities of the supplier, production equipment shall implement measures such as sound insulation, noise reduction, sound absorption, and shock absorption to reduce noise levels in compliance with the limits prescribed by law.

4.4 Waste disposal

The supplier shall establish management systems and relevant regulations for solid waste and hazardous waste in accordance with solid waste laws and regulations and relevant national environmental protection regulations.

The supplier shall identify the sources of non-hazardous solid waste and formulate measures for its recycling. The disposal of non-hazardous solid waste shall be conducted in accordance with laws and regulations, adhering to the principles of reduction, recycling, and harmlessness. The supplier shall also effectively manage the collection and statistical recording of source data and recycling and disposal data for non-hazardous solid waste, thereby ensuring traceability of its origin and disposal.

The supplier shall formulate hazardous waste management plans and hazardous waste reduction plans. The hazardous wastes generated shall be properly collected and stored, and entrusted to qualified units for disposal. The supplier shall also actively seek

process transformation and substitution of raw and auxiliary materials to reduce the generation of hazardous waste.

4.5 Energy Consumption and Greenhouse Gas Emissions

The supplier shall formulate energy management systems or procedures and preferably obtain third-party certification. The supplier shall eliminate high-energy-consuming equipment and facilities required by the state. The supplier shall also reasonably transform and upgrade production equipment, facilities, and processes to save energy and reduce emissions.

The supplier shall set medium- and long-term targets for energy consumption and emissions. The supplier shall have policies to control and reduce energy consumption and should prioritize the use of clean energy wherever possible.

The supplier shall organize carbon verification and set carbon emission reduction targets. The supplier shall promote energy-saving technological transformation projects and increase the use of clean energy. The supplier shall also carry out product carbon footprint accounting and supply chain emission reduction work.

Ganfeng has committed to reducing its Scope 1 and 2 greenhouse gas emissions by 42% by the year 2034, with a target of achieving a 60% reduction by the same year, using the year 2024 as the base year. In addition to these efforts, Ganfeng is also committed to promoting cooperation within its value chain (Scope 3) and actively exploring and advancing greenhouse gas emission reductions across the entire value chain.

Carbon management is one of the key performance indicators that Ganfeng uses to assess its suppliers. All suppliers are required to meet Ganfeng’s carbon management requirements.

In order to address the challenge of climate change and reduce greenhouse gas emissions, the supplier needs to collaborate with Ganfeng to jointly promote sustainable development. One of Ganfeng’s core goals is to achieve carbon neutrality across its

value chain. The supplier shall:

4.5.1 The supplier is required to conduct Group-level Scope 1 and 2 greenhouse gas (GHG) inventories in accordance with the GHG Protocol or ISO 14064-1 standards. Capable suppliers may also add Scope 3 checks. All inventory work must be verified by a third party. The supplier must provide the third-party verification certificate of the previous year or fill in the data list provided by Ganfeng before the end of June each year.

4.5.2 Starting from 2025, the supplier can voluntarily conduct carbon footprint accounting for key products (supplied to Ganfeng) in accordance with the ISO 14067 standard, covering cradle-to-gate or cradle-to-grave, and pass third-party verification. By 2027, all suppliers are required to fully meet this requirement and submit the third-party verification certificate of the previous year or fill in the data list provided by Ganfeng before the end of June each year.

4.5.3 The supplier shall formulate scientific carbon reduction plans in stages:

(1) Capacity building period (2025-2027): The supplier is encouraged to formulate 5~10 year carbon reduction plans based on the Science Based Targets initiative (SBTi) or referring to Ganfeng's Scope 1 and 2 carbon reduction targets.

(2) Full implementation period (from 2028): The supplier must submit an approved carbon reduction plan. They are also required to provide Ganfeng with the progress of the previous year's emission reduction projects, the carbon emission reduction rate compared with the base year, and the current carbon reduction target achievement rate (actual emission reduction vs planning target) before the end of June each year.

4.5.4 Ganfeng proposes specific requirements for reporting carbon-related data, and the supplier shall cooperate. If it is necessary for a second party or a third party to conduct an on-site audit of the submitted data, the supplier shall also provide the necessary support and assistance.

4.5.5 In order to advance the carbon neutrality and zero-carbon product requirements of Ganfeng's offerings, the supplier shall communicate the low-carbon requirements of raw materials to their upstream suppliers and mandate them to take action in accordance with the carbon footprint emission structure of their products.

4.6 Water management

The supplier shall develop water management systems or procedures to identify and assess the abundance and scarcity of water resources in the places where they operate. The supplier shall also develop measures to combat the risks of water scarcity. The use and discharge of water resources in the place of operation should be legal and compliant. The supplier shall also take into account the recycling of water resources to save the use of water resources. The supplier shall routinely monitor the health of their wastewater treatment and control systems to ensure optimal performance and regulatory compliance.

4.7 Circular Economy

In order to achieve sustainable development and respond to global challenges such as climate change, resource scarcity, and environmental change, Ganfeng actively advocates the transformation of the supplier to a circular economy. Ganfeng prioritizes circularity in product design, selects eco-labels that are suitable for recycling goals, and refers to internationally recognized methodologies and disclosure guidelines to improve the transparency of recycling information disclosure. At the same time, Ganfeng supports the supplier in researching the latest trends in sustainable materials and recycling technologies for circular innovation.

4.8 Environmentally Friendly Product

The supplier shall identify, label, and manage chemicals, wastes, and other materials that are hazardous to humans or the environment. The supplier shall ensure that these hazardous substances are safely handled, moved, stored, used, recycled, or reused, and disposed of in an environmentally responsible manner. Hazardous waste data should be

tracked and recorded to ensure compliance with relevant regulations and to facilitate proper management practices.

The supplier shall prioritize the use of non-hazardous materials in the production process. The supplier shall also prioritize non-polluting, less polluting, non-hazardous, and less harmful production processes, production equipment, and advanced operating methods. The supplier shall not use any production processes or production equipment that have been prohibited by applicable laws and regulations.

The supplier shall comply with all applicable laws and regulations and customer requirements regarding the prohibition or restriction of specific substances. Any raw materials, products, and services provided by the supplier shall comply with the requirements of all applicable laws, regulations, and standards regarding the process management of environmentally hazardous substances.

The supplier shall meet the requirements of environmental protection directives such as *RoHS (Restriction of Hazardous Substances)* and *REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals)*, as well as the environmental protection regulations of target market countries and regions.

The production of all products by the supplier shall be lead-free and low-toxicity controlled, and meet the requirements of all applicable laws and regulations on chemical management and control of toxic and hazardous substances.

The supplier shall provide relevant test reports and system certificates to Ganfeng as required.

4.9 Biodiversity

The supplier shall strictly abide by relevant national laws and regulations and formulate biodiversity conservation systems and measures.

The supplier shall conduct risk identification and hidden danger investigation of animal resources, plant resources, and other biological impacts. The supplier shall continuously control their own business activities and reduce the negative impact on

biodiversity.

5. Governance and Business Ethics

5.1 Ganfeng advocates the value of compliance management, and the supplier shall comply with all applicable laws and regulations in their business activities. On this basis, Ganfeng encourages the supplier to comply with high standards of international compliance rules, etc., and comprehensively identify and prevent compliance risks.

5.2 Anti-bribery/ Anti-corruption

The supplier shall comply with applicable anti-commercial bribery and anti-corruption requirements, including but not limited to the laws and regulations of the location where the supplier and their affiliates are located and/or where Ganfeng does business.

The Supplier shall not directly or indirectly provide, propose or agree to provide, offer or agree to offer, or offer any financial or other benefits such as any loan, gift, service, or other payment to any company or individual, including Ganfeng's employees and its affiliates, third parties (including but not limited to Ganfeng's customers and government officials), in order to obtain, retain, or otherwise secure any improper advantages, so as to influence any conduct or decision of the recipient. The Supplier shall implement monitoring, record-keeping, and enforcement procedures to ensure compliance with anti-corruption laws.

In order to better comply with applicable laws and regulations and Ganfeng's anti-commercial bribery and anti-corruption requirements, the supplier shall take measures such as transmitting such requirements to employees and their partners to ensure that anti-commercial bribery and anti-corruption requirements are implemented end-to-end throughout the entire process of business activities. The supplier shall adopt a zero-tolerance policy prohibiting any and all forms of bribery, corruption, extortion, and embezzlement.

5.3 Anti-Money Laundering and Financial Responsibility

Ganfeng takes a hard look at activities related to anti-money laundering (including terrorist financing) and expects the supplier to take appropriate measures to ensure that legitimate businesses are not used to promote, support, or conceal the source of funds for terrorist activities or criminal activities. All of the supplier's business dealings shall be transparent and accurately recorded in the supplier's business books and records. Appropriate financial records and reports shall be maintained in accordance with applicable laws and regulations.

5.4 Disclosure of Information

If Ganfeng needs to conduct due diligence, the supplier shall, in accordance with applicable regulations and current industry practices, cooperate with Ganfeng by providing disclosure of information related to the supplier's labor, health and safety, environmental practices, business activities, structure, financial status and performance. The supplier shall not falsify records or misrepresent conditions or practices in the supply chain.

5.5 Export Controls and Economic Sanctions

Ganfeng's suppliers shall strictly comply with all applicable import and export laws, including but not limited to the laws, regulations, and resolutions of the country where they are located, relevant countries, and international organizations on export control, sanctions, and trade embargoes (hereinafter collectively referred to as "Laws"). Unless fully authorized, licensed, or agreed upon in accordance with the relevant laws, the supplier shall not export, re-export, or (domestically) transfer the products (including goods, software, technology, and their direct products) from Ganfeng to countries or entities prohibited or restricted by the relevant laws.

If the supplier or the products supplied (including goods, software, technology, and their direct products) are subject to export control or economic sanctions by the country where it is located, relevant countries, and international organizations, etc., the supplier

shall inform Ganfeng in writing of the specific restrictions and necessary information of its products before signing the contract. This includes, but is not limited to, jurisdiction determination, export control classification code (such as ECCN), export control licenses or license exemptions, and restrictions on the end use of products, end users, and modes of transportation, etc., so that Ganfeng can comply with these requirements. If the above information changes after signing the contract, the supplier shall promptly notify Ganfeng in writing to update.

5.6 Fair Business, Advertising and Competition

Ganfeng expects the supplier to comply with all applicable laws and regulations related to fair competition and antitrust, and to conduct business activities in a fair and competitive manner. The supplier shall compete fairly and shall not engage in monopolistic behaviors such as collusive bidding, collusion with other suppliers to fix prices and output, and obtain illegal or unfair advantages directly or indirectly in any way.

The supplier shall endeavor to refrain from any conduct that is intended to or causes to hinder, restrict, or distort free and fair competition. In particular, the supplier shall not enter into any agreements, resolutions, or other concerted actions with its competitors or potential competitors, customers, or any other third parties that may eliminate or restrict competition. The supplier shall not engage in any abuse of a dominant market position during the relevant period of time in which it has a dominant market position. The supplier shall not exchange sensitive information with other third parties in order to achieve any act that eliminates or restricts competition. There should be no unfair, anti-competitive, misleading, or deceptive conduct in the marketing, promotion, and sale of products.

5.7 Intellectual Property

The supplier shall respect intellectual property rights (including trade secrets), comply with all applicable laws and regulations on intellectual property protection and confidentiality clauses, consciously maintain the stability and security of the industry,

and properly protect all kinds of intellectual property rights.

5.8 Privacy

The supplier shall comply with all applicable laws and regulations regarding data security and personal information protection to avoid improper disclosure, theft or misuse of relevant data and personal information.

The supplier shall be aware that ignoring personal information protection, data security, and cybersecurity laws and regulations may lead to serious consequences, such as data loss, disclosure of confidential information, theft or misuse of private information, etc. In the event of data leakage, loss, tampering, or theft that occurs or is likely to occur, and is not prohibited by law, the supplier shall immediately notify and cooperate with Ganfeng without delay or unconditionally to implement the requirements put forward by Ganfeng to deal with such crisis events. The supplier shall bear the costs incurred in responding to the crisis events attributable to the supplier, including but not limited to compensation to the Personal Information Subject or other third parties, and expenses for taking remedial measures.

The supplier shall respect and protect the privacy of employees. The supplier shall not snoop on employees' privacy, shall not collect excessive personal information of employees, shall properly manage and use employees' personal information, and shall prevent unauthorized disclosure and abuse.

6. Responsible Sourcing

6.1 Ganfeng encourages the supplier to refer to RBA (Responsible Business Alliance) standards, establish their own sustainable management system, and actively promote the practice of sustainable development in the whole supply chain.

6.2 Sustainable Supply Chain

Ganfeng encourages the supplier to establish sustainable development strategies and to practice sustainable development by formulating climate development strategies and conducting supply chain due diligence.

The supplier shall cooperate with Ganfeng's due diligence. At the same time, the supplier shall establish its own supply chain due diligence management system, conduct due diligence, actively promote the sustainable development of the next level of suppliers, and require the next level of suppliers to also conduct due diligence. The ultimate goal is to achieve the sustainable development of the entire supply chain.

6.3 Conflict Minerals

The supplier shall have clear policies or procedures in place to avoid purchase conflict minerals and take reasonable action to ensure that metals such as tin, tantalum, tungsten, gold, and cobalt contained in the products they manufacture do not directly or indirectly finance or benefit armed groups that commit serious human rights violations. The supplier shall conduct due diligence on the source and chain of custody of these minerals, and provide Ganfeng with the necessary due diligence information as required.

7. Product Quality Safety

7.1 Ganfeng expects the supplier to invest more resources in paying attention to quality. The supplier shall comply with all applicable laws, regulations, and regulations on product quality and safety in China and the countries and regions where the supplier is located or the products and services are produced or rendered. The supplier shall meet recognized or contractually agreed quality requirements in order to provide products and services that consistently meet Ganfeng's needs, operate as intended, and are safe to use.

7.2 The supplier shall continuously carry out and implement activities that meet or exceed legal requirements in every link, including but not limited to research and development (R&D), planning, design, production, sales, and after-sales service, to ensure the safety of products and services. The supplier shall ensure that customers are provided with accurate, easy-to-understand, and conspicuously marked safety instructions and information. The product quality shall meet the mandatory

requirements and standards of the state and industry. In the event of a safety incident, it shall be investigated immediately and appropriate measures shall be taken. If Ganfeng's requirements and standards are higher than the former, Ganfeng's requirements and standards shall apply.

8. Comprehensive Requirements

8.1 Without the consent of Ganfeng, the supplier shall not outsource the production of the products to be provided to Ganfeng. If outsourcing is approved by Ganfeng, the supplier shall ensure that outsourcer also complies with the Code.

8.2 The supplier shall ensure, in an appropriate manner, that their officers and relevant employees are aware of the requirements of the Code.

8.3 The supplier shall refer to the Code to manage their upstream suppliers. This includes incorporating the same or substantially the same requirements as the Code into the management of upstream suppliers as procurement requirements. This may include signing written commitments, certification standards, and regular audits.

8.4 The supplier shall establish procedures to identify risks related to their operations in areas such as social responsibility, occupational health and safety, environmental protection, compliance and business ethics, and responsible sourcing in accordance with applicable laws and regulations, industry standards, customer requirements, the requirements of the Code and their own strategic needs. The supplier shall implement appropriate procedures to ensure compliance and risk control.

8.5 The supplier shall conduct regular internal audits and self-assessments to ensure compliance with laws and regulations and the requirements of the Code. The supplier shall formulate effective and adequate improvement plans for appropriate remediation and correction of compliance issues found through internal and external assessments, inspections, audits, etc., according to their nature and severity.

8.6 Ganfeng strives to ensure the transparency and traceability of its product supply chain, and the supplier shall provide all the support and cooperation that

Ganfeng reasonably requires. The supplier shall cooperate to the best of their ability in providing supporting documentation related to the responsible sourcing of products and sustainable supply chains and properly keep records, including but not limited to the information on the origin of relevant raw materials and products, relevant supplier compliance procedures, due diligence questionnaires, and self-assessment questionnaires.

8.7 If Ganfeng requests an audit or if the relevant government authorities of the country or region where the business is conducted raise questions regarding the supplier's product, or needs to carry out relevant investigations (including but not limited to the supply chain traceability work carried out on the supplier and its upstream-suppliers to confirm the quality of the products and raw materials used), the supplier shall provide comprehensive and timely cooperation in accordance with the law after receiving the notice from Ganfeng. This includes, but not limited to, assisting in truthfully replying to relevant questions and submitting relevant supporting materials in Chinese and English within the time limit required by Ganfeng, and ensuring the authenticity, accuracy, and completeness of all data, information, or documents provided.

8.8 If the supplier receives any notice of violation or suspected violation of any relevant laws, regulations, or documents issued by other governments or organizations in the course of business, which may affect Ganfeng, it shall promptly notify Ganfeng in writing and provide necessary assistance. The supplier fully understands that the violation of such laws and regulations may lead to immediate suspension of performance or termination of any agreements between the parties and subject Ganfeng to administrative fines or other governmental penalties. The supplier shall indemnify, defend and hold harmless Ganfeng, its officers, directors, employees or agents from and against any and all losses, liabilities, damages, fines, penalties, costs and expenses (including reasonable attorneys' fee and court costs) arising out of or in connection to such supplier's violation.