

Code of Conduct for Suppliers Social Responsibility

This Code summarizes the requirements of Beijing HyperStrong Technology Co., Ltd. (hereinafter referred to as "HyperStrong" or the "Company") on the social responsibility code of conduct for suppliers, covering compliance employment, occupational health and safety, environmental protection, business ethics and management system. The company encourages all kinds of suppliers to adopt internationally recognized industry standards and best practices, and together with HyperStrong, actively fulfill corporate social responsibilities, respond to national strategies, continue to promote the digital transformation of procurement, realize the coordinated development of global partners, and jointly build a sustainable future.

This standard applies to suppliers providing products and services to Beijing HyperStrong Technology Co., Ltd. and all branches and subsidiaries within the scope of consolidated financial statements, and requires all partners to actively comply with this code or similar policy requirements.

1. Labour Rights and Interests

1.1 Prevention of Child Labor

The supplier shall protect the rights and interests of minors and shall not employ workers under the legal minimum employment age at any stage where the operation site is located. If child labour is discovered, remedial or assistance measures should be taken in a timely manner.

1.2 Anti-discrimination

The Supplier shall adhere to the principles of fair and equitable employment and provide equal opportunities for all employees and qualified applicants without discrimination on the basis of race, color, creed, religion, sex, age, sexual orientation, ethnicity, origin, ancestry, national origin, marital status, disability or any other characteristic protected by applicable law. All employment decisions and personnel actions or programs, such as employment, promotion, discipline, remuneration, welfare, transfer, dismissal, training, etc., should also abide by the principle of equal employment opportunities.

1.3 Resistance to Modern Slavery

Suppliers should protect the legitimate rights and interests of employees, resolutely resist modern slavery, and do not allow any form of forced labor.

1.4 Working Time Management

Suppliers shall comply with local laws and regulations and arrange working days and rest periods reasonably. Workers are not allowed to work more than 60 hours per week in non-emergency or unusual circumstances. All overtime work must be voluntary. Workers should have at least one day off every seven days.

1.5 Remuneration and Benefits

The remuneration provided by the supplier to its employees shall not be lower than the local minimum wage standard, provide relevant benefits stipulated by laws and contracts, inform all employees of the salary structure and payment cycle, and pay all remuneration in full and on time. The supplier shall pay employees overtime remuneration in accordance with local laws and regulations.

1.6 Anti-harassment and Abuse

Suppliers should formulate corresponding regulations and take measures to eliminate possible harassment and abuse in the workplace. Suppliers are not allowed to use threats, harassment, oppression, etc. to treat employees.

1.7 Anti-Money Laundering

Suppliers shall not engage in any form of illegal money laundering, including but not limited to conducting or attempting to conduct all kinds of money laundering in the name of cooperating

with HyperStrong or using the cooperative relationship to attempt to conceal the source of illegal funds.

1.8 Whistleblowing and Complaints

Suppliers should establish effective grievance mechanisms, open grievance channels to all employees and partners, and ensure the privacy and security of complainants.

1.9 Free Association and Collective Bargaining Right

Suppliers shall, in accordance with the laws and regulations of the locations where their operations are based, recognizes and respects the rights of all employees to freely associate, engage in collective bargaining, and conduct labor negotiations in accordance with applicable laws. Employees who participate in negotiations as representatives shall not receive preferential treatment or disadvantage as a result.

2. Occupational Health and Safety

2.1 Occupational Health and Safety Management

The supplier shall establish an occupational health and safety management mechanism and obtain all necessary health and safety permits, licenses, test reports and certificates. Suppliers should be able to identify occupational health and safety risks during production and operation, and take measures to reduce, control and

eliminate risks.

2.2 Management of Work-related Injuries and Occupational Diseases

Suppliers should establish work-related injury and occupational disease risk identification mechanisms and reduce risks through necessary improvement actions. In case of work-related injuries and occupational diseases, suppliers should promptly investigate and follow-up the situation to help employees tide over the difficulties.

2.3 Basic Living Conditions

Suppliers should provide employees with basic living conditions to meet their living needs, such as sufficient drinking water, clean food and beverage, etc.

2.4 Health and Safety Training

Suppliers should conduct health and safety training for all employees before they are employed, and regularly organize publicity and training. Employees are encouraged to identify and report potential safety hazards, and measures are taken to ensure the privacy and safety of reporters.

2.5 Chemicals Management

Suppliers should formulate and implement corresponding chemical management regulations to avoid adverse effects on personnel and the environment caused by improper use of chemicals. The management regulations should include all

processes such as safe management, movement, storage, use and disposal of chemicals, and set up directly responsible persons to ensure the compliant use of chemicals.

2.6 Emergency Management

Suppliers should formulate corresponding procedures to identify emergency risks, including but not limited to fire, explosion, outbreak of infectious diseases, etc., formulate emergency management plans, organize emergency drills regularly, and minimize the impact on people, environment and property.

3. Environmental Protection

3.1 Environmental Protection Permit Documents

Suppliers shall obtain all environmental protection permits, approvals and declaration documents stipulated by law, and comply with all requirements in relevant laws and regulations.

3.2 Waste Management

Suppliers should identify and control the waste generated in the production process, and take measures to responsibly dispose and recycle all kinds of waste.

3.3 Water Resources Management

The supplier shall use water resources and discharge wastewater according to local actual conditions and legal requirements.

Suppliers should set targets, formulate plans and continuously monitor the implementation to save water resources and rationally discharge wastewater.

3.4 Exhaust Gas and Noise Management

The supplier shall identify the emission sources of exhaust gas and noise, set reasonable targets, formulate plans and continuously monitor the implementation to ensure that the emission of exhaust gas and noise meets the requirements of local laws.

3.5 Climate Change Management

Suppliers should pay attention to the impact of corporate operations on climate change, set corresponding targets, formulate improvement plans and track the implementation progress, and actively reduce greenhouse gas emissions through measures such as process improvement, energy conservation and emission reduction, and recycling.

4. Business Ethics

4.1 Responsible Sourcing

Suppliers should establish and implement due diligence policies to identify supplier risks from conflict-affected and high-risk areas and take corresponding measures to mitigate and control risks.

4.2 Anti-corruption

The Supplier shall guarantee not to directly or indirectly, or authorize any third party to directly or indirectly provide or donate any valuable items or improper benefits to HyperStrong employees and employees relatives or other interested parties, or to pay fees or provide loans to HyperStrong employees and employees relatives or other interested parties to obtain improper commercial benefits. Suppliers should have processes in place to investigate and report any commercial bribery practices. If a supplier finds that an employee of Hyperstrong actively requests bribes, it should immediately report it to the anti-corruption department of Hyperstrong (e-mail: jubao@hyperstrong.com.cn).

4.3 Protection of Intellectual Property Rights

Suppliers should have policies or commitments to respect and protect intellectual property rights.

4.4 Protecting Data Privacy

Suppliers shall have processes and measures in place to protect all data and privacy of customers and suppliers. Identify data privacy breach risks and develop emergency management measures.

4.5 Anonymous Complaints and Complainant Protection

Suppliers should establish an anonymous complaint mechanism and formulate complaint handling procedures, open complaint channels, and set up special departments or personnel to conduct

management and investigation, so as to facilitate internal and external parties to report problems and bad behaviors at work. Suppliers must protect the information of whistleblowers, and retaliation is strictly prohibited.

5. Improve the Management System

5.1 Risk Management

Suppliers should formulate a sound risk management system to identify various risks related to operation, such as legal compliance, human rights, health and safety, environment, business ethics, etc., and formulate risk control measures to minimize risks.

5.2 Social Responsibility Performance

Suppliers should formulate written performance indicators and implementation plans for social responsibility issues, and continuously track and evaluate the completion of performance.

5.3 Employee Training

Suppliers should formulate targeted training programs and plans for employees at different levels and positions, and regularly carry out targeted training to promote the development and growth of employees. The training should cover all employees of the company.

5.4 Continuous Improvement

Suppliers should develop continuous improvement processes to

improve deficiencies or irregularities identified during internal and external audits, investigations and reviews. Employee participation should be emphasized in the continuous improvement process, and employee positive feedback should be encouraged.

5.5 Responsible Sourcing

Suppliers should establish and implement supply chain due diligence policies and management systems that guarantee ethical, legal and sustainable procurement of products and services.

Beijing HyperStrong Technology Co., Ltd.

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The final interpretation right belongs to HyperStrong