HYPER STRONG

SUPPLIER SOCIAL RESPONSIBILITY CODE OF CONDUCT

Empowering a Sustainable Future



Supplier Social Responsibility Code of Conduct

This Code outlines Beijing HyperStrong Technology Co., Ltd. (hereinafter referred to as "HyperStrong" or the "Company") social responsibility requirements for suppliers, covering compliant employment, occupational health and safety, environmental protection, business ethics, and management systems. The Company encourages all types of suppliers to adopt internationally recognized industry standards and best practices, and together with the Company, actively practice corporate social responsibility, respond to national strategies, continuously promote the digital transformation of procurement, achieve collaborative development of global partners, and jointly build a sustainable future.

This Code applies to Beijing HyperStrong Technology Co., Ltd. and all branches and subsidiaries within the scope of its consolidated financial statements. It applies to all aspects of the Company's operational activities, including production and operations, products and services, logistics and distribution, and waste management. It applies to all employees of the Company, including full-time employees, temporary workers, apprentices, student workers, contract workers, and other types of personnel both domestically and internationally, and requires all partners to actively comply with this Code or similar policy requirements.

Basic Principles

Environmental Practices

The Company integrates environmental sustainability into the entire supply chain management process and establishes a green and low-carbon risk assessment and control mechanism. The Company is committed to identifying and managing adverse environmental impacts at all stages of the supply chain, and gives priority to establishing long-term cooperative relationships with suppliers that perform well in environmental management and practice best environmental practices.

In product design and process optimization, the Company actively promotes the implementation of green and low-carbon concepts. Through technological optimization, it continuously improves the efficiency of raw material, water, and energy use, and reduces waste generation and carbon emissions. The Company encourages suppliers to adopt cleaner production technologies, practice circular economy models, and jointly promote the green transformation of the supply chain.

1. Prioritize the procurement of environmentally friendly raw materials and energy-saving and low-carbon products to minimize the environmental impact of the entire product life cycle;

2. Support suppliers in carrying out carbon inventories and carbon emission reduction actions, and gradually establish a supply chain carbon emission accounting and disclosure mechanism;

3. Promote packaging reduction and recyclability, and reduce the use of single-use packaging materials.

Social Practices

The Company attaches great importance to social responsibility and humanistic care in the supply chain, establishes a social responsibility risk identification and management mechanism, and is committed to eliminating risks in the supply chain that adversely affect employee rights, community development, and public interests. The Company gives priority to cooperating with suppliers that respect human rights and practice good social responsibility, and jointly promotes fairness and inclusiveness in the supply chain.

1. Respect and protect the basic human rights and lawful rights and interests of employees at all stages of the supply chain, and oppose any form of forced labor, child labor, and discrimination;

2. Promote suppliers to establish fair and reasonable remuneration systems and career development paths, and ensure decent work and dignity for employees;

3. Encourage suppliers to actively participate in community development and support local education, healthcare, public welfare, and charitable undertakings;

4. Pay attention to the protection of vulnerable groups in the supply chain, and ensure that supply chain activities do not harm the lawful rights and interests of local communities, especially indigenous peoples.

Conflict Minerals

The Company commits that upon identifying the procurement or use of minerals originating from conflict-affected regions, including cobalt, nickel, lithium, manganese, graphite, mica, copper, aluminum, as well as compounds and derivatives containing the foregoing minerals, it will promptly initiate conflict minerals due diligence and raw material traceability investigations to ensure that minerals within its supply chain are traceable, compliant and lawful, and do not finance armed conflicts or human rights abuses.

1. Require suppliers to establish and implement due diligence policies, identify supplier risks from conflict-affected and high-risk areas, and take corresponding measures to mitigate and control risks;

2. When necessary, commission qualified third-party institutions to conduct independent assessments to ensure that no direct or indirect funding is provided to armed groups in conflict areas.

Integrity and Business Ethics

The Company adheres to the business philosophy of integrity and honest operation, and requires all suppliers to jointly comply with business ethics, maintain a fair and just market order, and a healthy and sustainable business ecosystem.

1. Suppliers shall formulate and implement anti-corruption and anti-bribery policies, and strictly prohibit any form of commercial bribery, kickbacks, transfer of benefits, and other improper conduct;

2. Suppliers shall ensure that financial records are true, accurate, and complete, and shall not set up off-book accounts or engage in fraudulent financial operations;

3. Suppliers shall establish a conflict of interest declaration mechanism. Employees shall proactively declare and recuse themselves when there is a conflict between family connections, personal interests, and Company interests;

4. Suppliers shall support the Company's ethical procurement work and cooperate with the Company's compliance investigations and audits.

Labor Rights

Prohibition of Child Labor

Suppliers shall protect the rights and interests of minors and shall not, under any circumstances, employ workers below the minimum legal working age at the location of operation. If child labor is found, remedial or assistance measures shall be taken promptly.

Anti-Discrimination

Suppliers shall adhere to the principle of fair and just employment, provide equal opportunities to all employees and qualified applicants, and not discriminate on the basis of race, color, faith, religion, gender, age, sexual orientation, ethnicity, origin, ancestry, nationality, marital status, disability, or any other characteristic protected by applicable law. All employment decisions and personnel actions or programs, such as hiring, promotion, discipline, compensation, benefits, transfer, dismissal, and training, shall also comply with the principle of equal employment opportunity.

Combating Modern Slavery

Suppliers shall protect the lawful rights and interests of employees, resolutely combat modern slavery, and not allow any form of forced labor.

Working Hours Management

Suppliers shall comply with local laws and regulations and reasonably arrange working days and rest time. Under non-emergency or abnormal circumstances, workers shall not work more than 60 hours per week. All overtime must be voluntary. Workers shall have at least one day off every seven days.

Compensation and Benefits

Suppliers shall provide employees with compensation not lower than the local minimum wage standard, provide relevant benefits required by law and contract, inform all employees of the salary structure and payment cycle, and pay all remuneration on time and in full. Suppliers shall pay overtime compensation to employees in accordance with local legal requirements.

Anti-Harassment and Abuse

Suppliers shall formulate relevant regulations and take measures to eliminate possible harassment and abuse in the workplace. Suppliers shall not treat employees with threats, harassment, or oppression.

Freedom of Association and Collective Bargainingand Collective Bargaining

Suppliers shall, in accordance with the laws and regulations of the location of operation, recognize and respect the rights of all employees to freedom of association, collective bargaining, and labor-management negotiations under applicable law. Employees participating in negotiations as representatives shall not receive preferential treatment or be placed at a disadvantage as a result.

Occupational Health and Safety

Occupational Health and Safety Management

Suppliers shall establish an occupational health and safety management mechanism and obtain all necessary health and safety permits, licenses, test reports, and certificates. Suppliers shall be able to identify occupational health and safety risks in production and operations and take measures to reduce, control, and eliminate risks.

Work-Related Injury and Occupational Disease Management

Suppliers shall establish a risk identification mechanism for work-related injuries and occupational diseases and reduce risks through necessary improvement actions. If work-related injuries or occupational diseases occur, they shall promptly investigate and follow up on subsequent situations to help employees overcome difficulties.

Basic Living Conditions

Suppliers shall provide employees with basic living conditions that meet daily needs, such as adequate drinking water and clean meals.

Health and Safety Training

Suppliers shall provide health and safety training to all employees before they start work and regularly organize publicity and training. Employees are encouraged to identify and report safety hazards, and measures shall be taken to ensure the privacy and safety of those who report.

Chemical Management

Suppliers shall formulate and implement corresponding chemical management regulations to avoid adverse effects on people and the environment caused by improper use of chemicals. The management regulations shall cover the entire process of chemical safety management, movement, storage, use, and disposal, and shall designate a directly responsible person to ensure compliant use of chemicals.

Emergency Management

Suppliers shall establish corresponding procedures to identify the risks of emergencies, including but not limited to fires, explosions, and infectious disease outbreaks, formulate emergency management plans, regularly organize emergency drills, and minimize the impact on people, the environment, and property.

Environmental Protection

Environmental Permits

Suppliers shall obtain all environmental permits, approvals, and filing documents required by law and comply with all requirements of relevant laws and regulations.

Waste Management

Suppliers shall identify and control waste generated in production processes and take measures to responsibly dispose of and recycle various types of waste.

Water Resource Management

Suppliers shall use water resources and discharge wastewater in accordance with local actual conditions and legal requirements. Suppliers shall set targets, formulate plans, and continuously monitor implementation to conserve water resources and discharge wastewater reasonably.

Waste Gas and Noise Management

Suppliers shall identify sources of waste gas and noise emissions, set reasonable targets, formulate plans, and continuously monitor implementation to ensure that waste gas and noise emissions comply with local legal requirements.

Climate Change Management

Suppliers shall attach importance to the impact of corporate operations on climate change, set corresponding targets,

formulate improvement plans, and track implementation progress, and actively reduce greenhouse gas emissions through measures such as process improvement, energy conservation and emission reduction, and recycling.

Biodiversity

Suppliers shall respect and protect biodiversity, commit that their operational activities will not cause irreversible negative impacts on ecosystems, identify risk areas that may involve deforestation or ecological damage, formulate and implement biodiversity protection plans; formulate and implement no-deforestation policies to ensure that purchased raw materials do not come from primary forests or high conservation value forests, and support ecological restoration and sustainable land management practices.

Business Ethics

Anti-Corruption

Suppliers shall not, directly or indirectly, or authorize any third party to directly or indirectly, provide or convey any items of value or improper benefits to Company employees and their relatives or other interested parties, nor shall they pay fees or provide loans to the above persons in order to obtain improper business benefits. Suppliers shall establish procedures to investigate and report any commercial bribery.

Fair Competition and Anti-Monopoly

Suppliers shall comply with applicable anti-monopoly and anti-unfair competition laws and regulations, adhere to the principle of fair competition in business activities, and shall not engage in any conduct that restricts or distorts market competition.

Anti-Money Laundering

Suppliers shall not engage in any form of illegal money laundering, including but not limited to conducting or attempting to conduct various money laundering activities under the guise of cooperation with the Company, or using the cooperative relationship with the Company to attempt to conceal illegal sources of funds.

Protection of Intellectual Property

Suppliers shall formulate policies or commitments to respect and protect intellectual property.

Protection of Data Privacy

Suppliers shall formulate processes and measures to protect all data and privacy of customers and suppliers. Identify data privacy leakage risks and formulate emergency management measures.

Anonymous Complaints and Complainant Protection

Suppliers shall establish an anonymous complaint mechanism and formulate complaint handling procedures, publicize complaint channels, and designate a dedicated department or personnel for management and investigation, so that internal and external stakeholders of the Company can report problems and misconduct at work. Suppliers must protect the information of whistleblowers and strictly prohibit retaliation.

Improving Management Systems

Risk Management

Suppliers shall formulate comprehensive risk management policies, identify various risks related to operations, including legal compliance, human rights, health and safety, environment, and business ethics, and formulate risk control measures to minimize risks.

Social Responsibility Performance

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

Employee Training

Suppliers shall formulate targeted training programs and plans for employees at different levels and positions, regularly carry out targeted training, and promote employee development and growth. Training shall cover all employees of the Company.

Continuous Improvement

Suppliers shall establish a continuous improvement process to improve deficiencies or violations found in internal and external audits, investigations, and reviews. In the continuous improvement process, attention shall be paid to employee participation, and employees shall be encouraged to provide active feedback.

Responsible Procurement

Suppliers shall establish and implement supply chain due diligence policies and management systems to ensure ethical, legal, and sustainable procurement of products and services.

Grievance and Communication

Reporting and Complaints

The Company establishes an open and diverse supply chain grievance and communication mechanism to ensure that

rights holders at all stages of the supply chain, including local communities, indigenous groups, supplier employees, and other stakeholders, can raise concerns, grievances, or suggestions on issues such as labor rights, environmental protection, and business ethics. Relevant parties may report any incidents violating this Code or concerns about this Code to the Company anonymously or by real name.

HyperStrong adopts a "zero tolerance" attitude toward any form of threat, attack, harassment, or retaliation against complainants or whistleblowers, and strictly prohibits any department or employee from engaging in such conduct. The personal information of complainants and the information they provide will be strictly kept confidential to protect whistleblowers from retaliation.

Whistleblowing Channels

Reporting Hotline: 010-56352618
Reporting Email: jubao@hyperstrong.com (China)
feedback@hyperstrong.com (Overseas)
Mailing Address: C-F13, Building 2, No.9 Fenghao East Road, Haidian District, Beijing P.R.China

Remedial Measures

The Company establishes a grievance investigation and remediation mechanism. If it is assessed and confirmed that the operational activities of the Company or its suppliers directly or indirectly cause negative impacts on stakeholders, the Company will work with the relevant responsible parties to formulate and implement reasonable and effective remediation plans based on the nature, scope, and severity of the impacts, strive to minimize negative impacts, and take systematic preventive measures to avoid recurrence of similar problems.

If a supplier's operational activities violate standards related to labor rights, environmental protection, or business ethics, the supplier shall bear corresponding responsibilities and cooperate with the Company in rectification. The Company will take measures including but not limited to requiring rectification within a specified period, suspending cooperation, and terminating cooperation based on the severity of the violation, to ensure compliant operation of the supply chain.

Supplementary Provisions

This Code shall take effect on the date of publication and shall be reviewed annually. It is drafted, interpreted, and revised by the Company's Supply Chain Center. The Company will implement relevant oversight measures, regularly review, and update and revise this Code as appropriate.

Beijing HyperStrong Technology Co., Ltd.
2026
2nd Edition
The final right of interpretation belongs to Beijing HyperStrong Technology Co., Ltd.