

SINENG Electric Co., Ltd.

Supplier Code of Conduct

Sustainability is embedded in the business operations and management of SINENG Electric Co., Ltd. (hereinafter referred to as "SINENG Electric", "the Company", or "we"). SINENG Electric is committed to conducting business responsibly and strictly complying with the laws and regulations applicable in the jurisdictions where the Company operates. Suppliers are likewise required to uphold these principles. In accordance with the relevant principles of the *United Nations Global Compact*, this *Supplier Code of Conduct* represents an important consensus reached between SINENG Electric and its suppliers. In addition to complying with all applicable laws, regulatory requirements, and the contractual terms and policies of SINENG Electric, suppliers shall strictly abide by this Code of Conduct.

Compliance with this Code is a fundamental prerequisite for establishing and maintaining a business relationship with SINENG Electric. Suppliers shall, throughout the establishment and continuation of the business relationship, continuously meet the applicable requirements of this Code in a manner appropriate to the nature and scale of their operations and the associated risks. Suppliers shall cascade requirements that are equivalent to or more stringent than those set forth in this Code through their own supply chains to their

sub-suppliers and subcontractors, thereby ensuring that the principles set forth herein are observed throughout the supply chain.

1. Human Rights and Labor

1.1. Prohibition of Forced Labor

We require suppliers to:

- (1) Neither use nor contribute to slavery, servitude, forced labor, or human trafficking.
- (2) Ensure that all employees are free to move during their employment and have the right to terminate their employment contracts at any time, subject to reasonable prior notice where applicable.
- (3) Not withhold wages, identity documents, travel documents, or other important documents that could prevent employees from terminating their employment or moving freely.
- (4) Not charge recruitment fees or require employees to pay deposits; ensure that employees are not charged any employment-related fees, whether in whole or in part.
- (5) Conduct due diligence on labor rights throughout their own supply chains and establish appropriate control mechanisms.

1.2. Child Labor

We require suppliers to:

- (1) Not use child labor or benefit from the use of child labor in their own

operations or supply chains.

- (2) Verify that new employees meet the applicable minimum working-age requirements at the time of hiring.

1.3. Working Conditions

We require suppliers to:

- (1) Ensure that workers receive fair wages and comply with all applicable laws and regulations governing wages and compensation.
- (2) Comply with all applicable working-hour requirements and collective agreements.
- (3) Ensure that employees receive legally required rest periods.
- (4) Provide social benefits that at a minimum meet national or local legal requirements.
- (5) Provide compensation and benefits to employees fairly, clearly itemize the components of wages and benefits, and ensure that wages are no less than the applicable local minimum wage.
- (6) Ensure that employees hold valid visas, work permits, and other necessary documents required to perform their work lawfully.
- (7) Ensure that employees can openly communicate with management and raise their views and concerns regarding working conditions and management practices without fear of discrimination, intimidation, or retaliation.

1.4. Occupational Health and Safety

We require suppliers to:

- (1) Comply with applicable occupational health and safety laws and regulations and provide employees with a safe and healthy working environment.
- (2) Identify and assess occupational health and safety risks in the workplace and implement appropriate measures in accordance with the hierarchy of controls, including elimination, substitution, engineering controls, administrative controls, and personal protective equipment.
- (3) Provide employees with necessary safety training, personal protective equipment, and occupational health protection, and conduct occupational health examinations and manage occupational disease hazards in accordance with applicable laws and regulations.
- (4) Establish mechanisms for the reporting, investigation, remediation, and prevention of accidents, injuries, occupational diseases, and near misses.
- (5) Establish emergency preparedness and response mechanisms for fires, hazardous chemical spills, natural disasters, and other potential emergencies, and conduct drills as necessary.
- (6) Provide employees with safe and hygienic drinking water, sanitation facilities, and other reasonable working and living conditions.

1.5. Non-Discrimination, Anti-Harassment and Fair Treatment

We expect our suppliers to:

- (1) Treat all individuals equally, with dignity and respect.

- (2) Not discriminate in hiring, compensation, training, promotion, disciplinary actions, termination of employment, or other employment-related matters on the basis of race, ethnicity, color, gender, sexual orientation, gender identity, age, nationality, religious beliefs, disability, marital status, union membership, or any other characteristic protected under applicable laws.
- (3) Ensure that all employees are free to raise complaints with their supervisors without fear of retaliation.
- (4) Not subject employees to harsh or inhumane treatment, including any form of sexual harassment, sexual abuse, corporal punishment, psychological or physical coercion, or verbal abuse, or threaten to engage in any such conduct.
- (5) Strictly prohibit corporal punishment, psychological or physical coercion, and verbal abuse. Disciplinary and incentive measures shall prioritize education and constructive guidance, supplemented by appropriate material measures.

1.6. Freedom of Association and Collective Bargaining

We expect our suppliers to:

- (1) Respect and recognize employees' lawful right to freely establish, join, or refrain from joining trade unions and other lawful employee organizations, and not obstruct or interfere with the exercise of such rights in any manner.
- (2) Recognize employees' right to engage in collective bargaining with management, through trade unions or employee representatives, on wages,

working hours, benefits, working conditions, and other terms of employment.

- (3) Not discriminate against or retaliate against employees in hiring, promotion, compensation, disciplinary actions, termination, or other employment-related matters on the basis of their participation in or refusal to participate in trade union activities, collective bargaining, or other lawful organizational activities.
- (4) Provide trade union representatives or employee representatives with reasonable facilities and conditions to enable them to perform their representative duties in accordance with the law and communicate effectively with management.
- (5) Ensure that their sub-suppliers likewise comply with the above requirements on freedom of association and collective bargaining and, where sub-suppliers are found to obstruct or retaliate against employees in exercising their freedom of association rights, urge such sub-suppliers to take corrective actions and report the matter to the management company.

2. Environment

We are committed to advancing green energy, lowering carbon emissions, embracing the principle of eco-design, and minimizing the environmental impact of our products throughout the lifecycle. We require suppliers to uphold environmental management standards equivalent to those of SINENG Electric.

2.1. Greenhouse Gas Emissions and Energy Management

We expect suppliers to:

- (1) Identify, monitor, and manage energy consumption in their operations, boost energy efficiency, and take reasonable measures to reduce energy waste.
- (2) Gradually establish greenhouse gas emissions accounting and management practices based on the nature, scale, and environmental impact of their operations, covering applicable greenhouse gases such as carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulfur hexafluoride (SF₆).
- (3) Continuously seek opportunities to improve energy efficiency and reduce greenhouse gas emissions, and progressively increase the use of renewable energy where technically and economically feasible.
- (4) Provide relevant information on energy use and greenhouse gas performance as required by SINENG Electric.

2.2. Pollution Prevention and Waste Management

We expect our suppliers to:

- (1) Identify and control air emissions, wastewater, solid waste, hazardous waste, and other pollution sources arising from their operations that may affect air, water bodies, or soil, and obtain and maintain all applicable environmental permits as required by law.
- (2) Identify controllable factors and implement source prevention, process

controls, and appropriate treatment measures to continuously reduce the generation and discharge of pollutants, while identifying opportunities for improvement to minimize emissions and discharges to the greatest extent practicable.

- (3) Use packaging materials that are recyclable and align with circular economy principles wherever practicable.
- (4) Identify, classify, collect, label, store, transport, reuse, recover, or otherwise dispose of general industrial solid waste and hazardous waste in accordance with applicable laws and regulations. Hazardous waste shall be subject to dedicated management in accordance with applicable laws and regulations and transported and disposed of by appropriately qualified entities.
- (5) Maintain records of pollutant emissions and waste management and provide relevant data as required by SINENG Electric.

2.3. Resource Efficiency and Circularity

We expect our suppliers to:

- (1) Strive to conserve and use natural resources responsibly, including raw materials, water, minerals, and fossil fuels, and actively promote material reduction, reuse, recycling and, where appropriate, the use of recycled materials.
- (2) Adhere to environmental protection principles, prohibit illegal logging, safeguard biodiversity, take effective measures to reduce land degradation,

and promote sustainable land-use practices.

- (3) Actively explore and expand the use of green energy, including renewable energy sources such as wind, solar, and geothermal energy.

3. Business Ethics

3.1. Fair Competition

We require suppliers to:

- (1) Strictly comply with national and international antitrust laws and, for example, refrain from price fixing, market or customer allocation, market sharing, or bid rigging with competitors.
- (2) Never abuse any dominant market position they may hold.

3.2. Business Integrity

We require suppliers to:

- (1) Not directly or indirectly carry out or participate in bribery, kickbacks, fraud, extortion, collusion, money laundering, or any other form of corruption, and not offer, promise, solicit, or accept money, gifts, fees, rewards, or other benefits intended to obtain an improper business advantage.
- (2) Ensure that all gifts and hospitality services are lawful, of modest value, infrequent, transparent, and accurately recorded in the company's books and records.
- (3) Strictly prohibit the giving of gifts or provision of hospitality services during bidding and tendering, supplier selection, contract negotiations, or other processes that may influence business decisions.

- (4) Avoid conflicts of interest and exercise sound judgment. Establish a conflict-of-interest management policy that can be reviewed by SINENG Electric and disclose any conflicts of interest when they arise.
- (5) Reject and report any offer or request for a bribe.
- (6) If requested to make a facilitation payment, suppliers must refuse the request and question its legality. If an employee is compelled to make a payment due to a real and imminent threat to personal safety, the employee's safety shall take priority. Once safety is guaranteed, the payment shall be reported immediately to the employee's internal compliance officer and SINENG Electric, and the payment shall be accurately recorded and reviewed.

3.3. Information Security, Intellectual Property and Confidentiality

We expect our suppliers to:

- (1) Protect information relating to SINENG Electric, including intellectual property and other sensitive business information.
- (2) Respect the trade secrets and intellectual property rights of others.
- (3) Immediately notify SINENG Electric of any privacy breach, security vulnerability, or actual or potential loss of SINENG Electric's confidential information.

4. Supervision, Corrective Action and Violation Handling

To promote the effective implementation of this Code, SINENG Electric shall take appropriate supervision and management measures regarding suppliers'

compliance with this Code, taking into account the nature of their business, the importance of the supplier relationship, and associated risks.

SINENG Electric reserves the right to assess suppliers' compliance with this Code based on supplier risk through self-assessments, questionnaires, document reviews, on-site audits, or other appropriate means.

For non-conformities identified through assessments, audits, whistleblower reports, complaints, or other channels, SINENG Electric may require suppliers to develop and implement corrective actions based on the nature and severity of the issues.

For suppliers falling under any of the following circumstances, SINENG Electric reserves the right to take further management measures based on the nature and severity of the issues and the status of corrective actions:

- (1) Serious violations of applicable laws and regulations or this Code;
- (2) Refusal to cooperate with reasonable supplier assessments or audits;
- (3) Intentional concealment, falsification, alteration, or provision of false or misleading information;
- (4) Refusal to take corrective actions in response to material non-conformities;
- (5) Failure to meet SINENG Electric's basic requirements within the specified timeframe;
- (6) Serious incidents that may have a material adverse impact on employees, the environment, society, SINENG Electric, or other stakeholders.

Measures that SINENG Electric may take include, but are not limited to,

requiring corrective actions within a specified timeframe, more rigorous supervision, restrictions on new business, suspension of procurement, or termination of the business relationship.

SINENG Electric encourages suppliers to continuously bolster their management performance in human rights and labor practices, occupational health and safety, environmental protection, and business ethics. Suppliers' compliance with and improvement under this Code shall be taken into consideration in the ongoing management of supplier relationships.