

厦门新能安科技有限公司

供应商行为准则

Ampace Supplier Code of Conduct

Ver. 3.0

厦门新能安科技有限公司（以下简称“新能安”或“Ampace”）的愿景是“做世界一流的创新科技公司，为人类的新能源事业做出卓越贡献的同时，为全体员工的精神和物质的福祉而努力奋斗”，新能安承诺践行负责任的社会、环境和道德行为。作为联合国全球契约组织的参与者，新能安致力于践行其在人权、劳工、环境和反腐败等领域的原则，并将可持续发展理念纳入日常运营与供应链管理。新能安的供应商（以下简称“供应商”）必须提供安全的工作环境，确保员工受到尊重、享有尊严，公平且遵循道德标准行事，并在任何情况下为新能安生产产品或提供服务时均应采取对环境负责的行为。供应商在其所有的经营活动中，都有义务完全遵守其所在国家/地区的法律法规和本《供应商行为准则》中的原则来经营。

Ampace's vision is " Strive to be a global premier innovative technology corporation, deliver significant contribution to the green energy resolution for mankind, and enrich the spiritual and material well-being of our employees", and Ampace is committed to practicing responsible social, environmental and ethical behaviors. As a participant of the United Nations Global Compact, Ampace is committed to upholding its principles in the areas of human rights, labor, environment, and anti-corruption, and integrates the concept of sustainable development into daily operations and supply chain management. Ampace 's suppliers shall provide a safe working environment and ensure that employees are treated with respect, dignity and fairness, act according to ethical standards, and take environmentally responsible actions when producing products or providing services to Ampace. In all of its business activities, suppliers are obliged to fully comply with the laws and regulations of the country/region in which it operates and principles set forth in this Code.

新能安要求供应商通过使用下面介绍的管理系统来执行此准则。新能安可能会在预先通知或不通知的情况下前往（和/或委派第三方监察人员前往）查看供应商，以评估供应商是否遵守了法律法规及本准则，供应商对于新能安查核应给以最高程度配合。如供应商违反本准则、无故拒绝新能安稽查或对于新能安的查核或问卷有虚伪不实或隐匿情事者，新能安有权立即停止与供应商的合作关系。

Ampace requires suppliers to implement this Code by using the management system described below. Ampace may go to (and / or appoint a third-party supervisor to go to) suppliers' premises with or without prior notice to evaluate

whether suppliers have complied with laws and regulations and this Code, suppliers shall provide the highest degree of coordination. In the event that suppliers violate any term of this Code of Conduct, refuses Ampace's audit request without reasonable cause or provides false statement or hidden facts during Ampace's audit or when filling the questionnaires requested by Ampace, Ampace shall have the right to immediately cease the cooperation relationship with suppliers.

请与新能安一起，共同推进全球供应链的社会及环境责任。

Please cooperate with Ampace to promote social and environmental responsibility in the global supply chain.

第一部分：环境保护

Part 1: Environmental Protection

供应商在业务活动中，应尽可能减少对社区、环境和自然资源的不利影响，要求包括：

In their business activities, suppliers shall minimize adverse impacts on communities, the environment, and natural resources to the greatest extent practicable. The requirements include:

1. 环境许可与报告

应对业务活动可能造成的环境影响进行充分评估，并获取、维护并更新所有必需的环境许可，遵守其运营和报告要求。

1. Environmental Permits and Reporting

Suppliers shall adequately assess the potential environmental impacts of their business activities, and shall obtain, maintain, and renew all required environmental permits, and comply with their operational and reporting requirements.

2. 禁限用物质

应遵守所有关于禁止或限制在产品和制造过程中使用特定物质的适用法律法规和新能安要求。

2. Restricted and Prohibited Substances

Suppliers shall comply with all applicable laws, regulations, and Ampace requirements concerning the prohibition or restriction of specific substances in products and manufacturing processes.

3. 废弃物、废水、废气与噪声管理

应采取系统化方法识别、分类收集、合规地处置或回收废弃物。废气排放前须识别、监测、控制、处理。定期监测废

气处理系统运行状况。应持续控制并降低厂界噪声。所有废水排放或处置前须分类、监测、控制、处理；定期监控废水处理系统，确保性能与合规。防止雨水径流污染，严禁违法排放或溢流进入雨水管、公共供水系统或公共水域。

3. Waste, Wastewater, Air Emissions, and Noise Management

Suppliers shall adopt a systematic approach to identify, segregate, properly dispose of or recycle waste, wastewater, and air emissions. Air emissions shall be identified, monitored, controlled, and treated before discharge. The operation status of air emission treatment systems shall be monitored regularly. Suppliers shall continuously control and reduce boundary noise. All wastewater shall be segregated, monitored, controlled, and treated before discharge or disposal; wastewater treatment systems shall be monitored regularly to ensure performance and compliance. Suppliers shall prevent contamination of stormwater runoff and shall not illegally discharge or cause spills into stormwater drains, public water supply systems, or public waters.

4. 水资源管理

应实施水资源管理计划，记录、描述和监测水资源及其使用和排放。寻求节约用水的机会，并控制污染渠道。供应商应采取资源综合利用措施，并建立洪水和干旱等极端气候事件的防范及应对机制。供应商对水资源的利用及水污染的管理应减少、消除对海底及海洋环境的负面影响。

4. Water Resource Management

Suppliers shall implement a water resource management plan that documents, describes, and monitors water resources and their usage and discharge. Suppliers shall seek opportunities for water conservation and control pollution pathways. Suppliers shall adopt resource comprehensive utilization measures and establish mechanisms for preparedness and response to extreme climate events such as floods and droughts. Suppliers' water resource utilization and water pollution management shall reduce and eliminate negative impacts on seabed and marine environments.

5. 能源消耗和温室气体排放

应根据适用的产品碳足迹指南，计算相关产品的碳足迹。应识别和管理运营过程中温室气体排放，并制定和报告温室气体减排目标。对照科学减排目标，跟踪、记录和公开报告能源消耗和范围 1、范围 2 和范围 3 的重要类别的温室气体排放情况。应寻求提升能源效率，使用清洁能源或其他方式最大程度地减少温室气体排放。

5. Energy Consumption and Greenhouse Gas Emissions

Suppliers shall calculate the carbon footprint of relevant products in accordance with applicable product carbon footprint guidelines. Suppliers shall identify and manage greenhouse gas(GHG) emissions from their operations, and

shall establish and report GHG reduction targets. Suppliers shall track, record, and publicly report energy consumption and GHG emissions for Scope 1, Scope 2, and significant categories of Scope 3 against science-based reduction targets. Suppliers shall seek to improve energy efficiency and minimize GHG emissions through clean energy use or other means.

6. 生物多样性

应根据《生物多样性公约》内容，减少运营、服务和产品对生物多样性的负面影响（包括但不限于对栖息地、野生动物、植物群和生态系统的破坏），应公开披露其活动对生物多样性产生的影响及所采取的解决措施。

6. Biodiversity

In accordance with the Convention on Biological Diversity, suppliers shall reduce negative impacts on biodiversity from their operations, services, and products (including but not limited to damage to habitats, wildlife, flora, and ecosystems), and shall publicly disclose the impacts of their activities on biodiversity and the measures taken to address them.

7. 污染预防与资源、能源节约

应从设计、采购、生产到维护全流程嵌入污染预防理念，优先采用工艺优化、设备升级、替代原料或闭环控制等手段，从源头减少污染物生成与排放。通过物料替代、梯级复用、再生循环、能效提升等措施，降低资源耗用强度。应当采取主动措施，验证或提升回收材料的使用比例，通过实施减量化、再利用、再循环的原则，助力构建资源节约型和环境友好型社会。

7. Pollution Prevention and Resource/Energy Conservation

Suppliers shall embed the concept of pollution prevention throughout the entire process, from design and procurement to production and maintenance, giving priority to process optimization, equipment upgrades, raw material substitution, or closed-loop controls to reduce the generation and discharge of pollutants at source. Suppliers shall reduce resource consumption intensity through measures such as material substitution, cascade reuse, recycling, and energy efficiency improvement. Suppliers shall take proactive measures to verify or increase the proportion of recycled materials used, and by implementing the principles of reduction, reuse, and recycling, contribute to building a resource-conserving and environment-friendly society.

第二部分：劳工实践

Part 2: Labor Practices

供应商承诺按照国际社会公认准则维护员工人权，并给予其尊严和尊重，并致力于促进多元化和包容性的工作环境，保护员工的健康和安全。此处的员工包括临时工、外籍劳工、学生工、合同工、直接雇员和任何其他类型的员工。要求包括：

Suppliers are committed to upholding employees' human rights in accordance with internationally recognized standards, treating them with dignity and respect, and are dedicated to promoting a diverse and inclusive work environment while protecting employees' health and safety. Employees herein include temporary workers, migrant workers, student workers, contract workers, direct employees, and any other types of workers. The requirements include:

1. 禁止强迫劳动

禁止任何形式的强迫劳动，包括债役、契约劳动、非自愿监狱劳动、奴役及人口贩卖（含以威胁、武力、胁迫、诱拐或欺诈手段招募、转移或接收人员）。不得对员工在厂区及生活区的行动自由施加不合理限制。须以员工母语或可理解语言提供雇佣协议；外籍员工须在离境前收到协议，抵达后除非法律要求或条件更优，不得变更。所有工作须自愿，员工按协议约定的通知期提出离职，应准予自由终止，无需罚款，保留离职文件。不得扣押、销毁或隐匿员工由政府签发的身份证件、护照或工作许可原件；若为合规持有，须允许员工随时查阅。不得要求员工支付押金、招聘费或其他费用，已支付的须退还。

1. Prohibition of Forced Labor

All forms of forced labor are prohibited, including debt bondage, indentured labor, involuntary prison labor, slavery, and human trafficking (including recruitment, transfer, or receipt of persons by means of threat, force, coercion, abduction, or fraud). Unreasonable restrictions on employees' freedom of movement within factory premises and living quarters shall not be imposed. Employment agreements shall be provided in the employee's native language or a language they can understand; migrant workers shall receive the agreement before departure from their home country, and after arrival, no changes shall be made unless required by law or providing better conditions. All work shall be voluntary, and employees who resign in accordance with the notice period stipulated in the agreement shall be permitted to terminate employment freely without penalty, and shall retain separation documents. Suppliers shall not confiscate, destroy, or conceal employees' government-issued identity documents, passports, or work permit originals; if such documents are retained for compliance purposes, employees shall be allowed access to them at any time. Suppliers shall not require employees to pay deposits, recruitment fees, or other charges; any such payments already made shall be refunded.

2. 禁用童工及未成年工保护

禁止在任何制造阶段使用童工。“儿童”指未满15岁、低于完成义务教育年龄或低于法定最低就业年龄(以最高者为准)的人员。发现误招童工后须及时采取补救措施。未成年工(满法定最低年龄但未满18岁)不得从事可能危害健康与安全的工作,包括夜班和加班。应制定程序验证员工年龄。支持合法合规的学徒计划。供应商应妥善管理学生工,包括维护记录、对导师进行尽职调查,并依法保护其权利,同时提供适当支持和培训。若当地法律无规定,学生工、实习生和学徒的工资不得低于从事相同或相似岗位的初级员工工资水平。

2. Prohibition of Child Labor and Protection of Young Workers

The use of child labor is prohibited in any stage of manufacturing. A "child" refers to any person under the age of 15, under the age of completing compulsory education, or under the minimum legal employment age (whichever is highest). If child labor is inadvertently discovered, timely remedial measures shall be taken. Young workers (who have reached the minimum legal employment age but are under 18) shall not be engaged in work that may jeopardize their health and safety, including night shifts and overtime. Procedures shall be established to verify employees' age. Legally compliant apprenticeship programs shall be supported. Suppliers shall properly manage student workers, including maintaining records, conducting due diligence on mentors, and protecting their rights in accordance with the law, while providing appropriate support and training. Where local laws do not specify, the wages of student workers, interns, and apprentices shall not be lower than those of entry-level employees performing the same or similar work.

3. 工作时间

除非遇到紧急或特殊情况,员工每周的工作时间(包括加班时间)不得违反该国家/地区的法律要求。所有加班必须在员工自愿情况下实行。员工每七天至少休息一天。

3. Working Hours

Except in emergency or exceptional circumstances, employees' weekly working hours (including overtime) shall not violate the legal requirements of the country/region. All overtime shall be performed on a voluntary basis. Employees shall receive at least one day of rest in every seven-day period.

4. 薪资和福利

向员工支付的报酬应符合所有适用的薪资法律,包括有关最低薪资、加班时间及法定福利的法律。所有员工应同工同酬。员工的加班报酬应高于正常的时薪水平。禁止将扣减工资作为纪律处罚措施。应在每个工资支付周期内及时向员工提供清晰易懂的工资明细。应按照当地法律的规定聘用临时工、派遣员工和外包劳工。

4. Wages and Benefits

Remuneration paid to employees shall comply with all applicable wage laws, including those concerning minimum wages, overtime, and statutory benefits. All employees shall receive equal pay for equal work. Overtime pay shall be at a rate higher than the normal hourly rate. Wage deductions shall not be used as a disciplinary measure. A clear and understandable pay statement shall be provided to employees in a timely manner within each pay cycle. Temporary workers, dispatched employees, and outsourced laborers shall be engaged in accordance with the provisions of local laws.

5. 不歧视、不骚扰、人道待遇

应承诺提供员工免受骚扰以及非法歧视的工作场所。不得对员工实施暴力、基于性别的暴力、性骚扰、性虐待、体罚、精神或肉体胁迫、霸凌、公开羞辱或言语侮辱等严苛的非人道待遇；亦不得威胁实施此类行为。不得因人种、肤色、年龄、性别、性取向、性别认同和性别表现、种族或国籍、残疾、怀孕、宗教信仰、政治派别、社团成员身份、退伍军人身份、受保护的遗传信息或婚姻状况等在招聘或雇佣过程中（如工资、晋升、奖励和培训机会等）歧视或骚扰员工。与这些要求配套的纪律处分政策和程序应清楚地界定并传达给员工。应为员工的宗教习俗和残疾提供合理便利。此外，不得要求员工或准员工接受可能带有歧视性目的的医学检查，比如孕检、童贞检查、乙肝检查等。

5. Non-Discrimination, Non-Harassment, and Humane Treatment

Suppliers are committed to providing a workplace free from harassment and unlawful discrimination. Employees shall not be subjected to harsh or inhumane treatment, including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse; nor shall threats of such acts be made. Employees shall not be discriminated against or harassed on the basis of race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religious belief, political affiliation, union membership, veteran status, protected genetic information, or marital status in hiring and employment practices (such as wages, promotions, rewards, and training opportunities). Disciplinary policies and procedures consistent with these requirements shall be clearly defined and communicated to employees. Reasonable accommodations shall be provided for employees' religious practices and disabilities. Furthermore, employees or prospective employees shall not be required to undergo medical examinations that may have discriminatory purposes, such as pregnancy tests, virginity tests, or hepatitis B tests.

6. 自由结社与集体谈判

员工和/或其代表应能与管理层公开沟通和分享有关工作环境和管理实践的建议与意见，且无需担心歧视、报复、威

胁或骚扰。供应商应尊重所有员工自由结社或加入工会、进行集体谈判、参与和平集会以及拒绝参加此类活动的权利。如果结社自由和集体谈判的权利受到适用法律和法规的限制，则应允许员工选举和加入其他合法形式的员工代表组织。

6. Freedom of Association and Collective Bargaining

Employees and/or their representatives shall be able to communicate openly with management and share suggestions and opinions regarding working conditions and management practices, without fear of discrimination, retaliation, threats, or harassment. Suppliers shall respect the right of all employees to freely associate or join trade unions, engage in collective bargaining, participate in peaceful assemblies, and to refrain from such activities. If the right to freedom of association and collective bargaining is restricted by applicable laws and regulations, employees shall be permitted to elect and join other lawful forms of employee representative organizations.

7. 社区关系和原住民权利

应采取措施减少其运营对当地社区的任何负面影响，包括环境、社会、文化和其他生活质量因素。应与受影响社区协商，确定社区需求，制定计划，并投入资源支持社区发展。应实施尊重原住民权利的管理制度，包括自由、事先知情及同意；避免对原住民的土地、生计、资源和文化遗产造成不利影响，以及制定和实施原住民参与计划。

7. Community Relations and Indigenous Peoples' Rights

Suppliers shall take measures to mitigate any negative impacts of their operations on local communities, including environmental, social, cultural, and other quality-of-life factors. They shall consult with affected communities to identify community needs, develop plans, and invest resources to support community development. Suppliers shall implement management systems that respect the rights of indigenous peoples, including free, prior, and informed consent; avoid adverse impacts on indigenous peoples' lands, livelihoods, resources, and cultural heritage; and develop and implement indigenous participation plans.

8. 第三方招聘代理

应确保第三方招聘代理遵循本准则和法律规定。

8. Third-Party Recruitment Agencies

Suppliers shall ensure that third-party recruitment agencies comply with this Code and legal requirements.

9. 健康安全风险控制

应取得、维护并更新所有必要的健康和安全的许可，并遵守这些许可的相关规定。应使用控制措施等级识别、评估和减

少员工可能遇到的潜在健康与安全危险。如果通过上述方式无法有效地控制危险，应为员工提供适当的、保养良好的个人防护用品、健康监护。应采取促进两性平等的措施，如避免让孕妇和哺乳期女性在可能对其自身或其子女有害的工作环境下工作，并为哺乳期女性提供合理的便利条件。

9. Health and Safety Risk Control

Suppliers shall obtain, maintain, and renew all necessary health and safety permits and comply with the provisions thereof. They shall employ the hierarchy of controls to identify, assess, and mitigate potential health and safety hazards that employees may encounter. Where hazards cannot be effectively controlled by these means, suppliers shall provide employees with appropriate, well-maintained personal protective equipment and health surveillance. Measures to promote gender equality shall be taken, including avoiding the assignment of pregnant and breastfeeding employees to work environments that may be harmful to them or their children, and providing reasonable accommodations for breastfeeding employees.

10. 消防安全

须遵守适用的消防法律法规，配备并维护灭火器、消防栓、自动报警系统等消防设施，确保疏散通道及安全出口始终保持畅通，标识清晰。

10. Fire Safety

Suppliers shall comply with applicable fire protection laws and regulations, equip and maintain fire-fighting facilities such as fire extinguishers, fire hydrants, and automatic alarm systems, and ensure that evacuation routes and safety exits remain unobstructed at all times with clear signage.

11. 特殊作业管理

应对特殊作业（如高空作业、动火作业、受限空间作业等）建立作业许可证制度并有效实施。这些程序的实施需涵盖工厂内承包商。

11. Management of Special Work Operations

Suppliers shall establish and effectively implement a work permit system for special operations (such as work at height, hot work, confined space entry, etc.). The implementation of these procedures shall also cover contractors within the factory.

12. 强体力型工作

应鉴别、评估并控制从事强体力型工作给员工带来的影响，持续优化作业方法和工具，包括人工搬运材料和重复提举重物、长时间站立、高度重复或强力的装配工作。

12. Physically Demanding Work

Suppliers shall identify, assess, and control the impacts of physically demanding work on employees, and continuously optimize work methods and tools, including manual material handling and repetitive lifting of heavy objects, prolonged standing, highly repetitive or forceful assembly work.

13. 公共卫生、饮食和住宿

应为员工提供干净的卫生间设施、饮用水及洁净的食物准备、储藏与用餐设施。供应商提供的员工宿舍应保持洁净安全，并提供适当的紧急出口、洗浴热水、充足的照明和良好的通风、用于存放个人和贵重物品的独立安全柜，以及合理的私人空间及出入便利条件。

13. Sanitation, Food, and Accommodation

Suppliers shall provide employees with clean toilet facilities, drinking water, and clean food preparation, storage, and dining facilities. Employee dormitories provided by suppliers shall be kept clean and safe, and shall be equipped with proper emergency exits, hot water for bathing, adequate lighting and good ventilation, individual secure cabinets for storing personal and valuable items, as well as reasonable private space and ease of access.

14. 健康与安全信息传达

应以员工的母语或其能够理解的语言向员工提供适当的工作场所健康与安全信息和培训，内容涵盖员工面临的所有已确定的工作场所危害，包括但不限于机械、电气、化学品、火灾和物理危害。应在显眼位置张贴健康与安全相关信息。应在员工上岗前进行培训和考核，且在岗期间应定期进行培训。鼓励员工提出健康与安全问题，且无需担心遭到报复。

14. Communication of Health and Safety Information

Suppliers shall provide appropriate workplace health and safety information and training to employees in their native language or a language they can understand, covering all identified workplace hazards to which employees are exposed, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. Health and safety information shall be posted in conspicuous locations. Training and assessment shall be provided before employees commence work and periodically during employment. Employees shall be encouraged to raise health and safety concerns without fear of retaliation.

15. 事故事件管理

应制定管理程序以预防、管理、跟踪和报告员工健康与安全事故及未遂事件，包括以下规定：鼓励员工报告、对员工健康与安全事故及未遂事件进行分类和记录、提供必要的医疗服务和应急处置、调查案例并采取纠正措施以降低或消除风险以及帮助员工重返工作岗位。员工面临紧迫伤害时有权撤离，待风险解除后返回，供应商不得因此予以报复或处罚。

15. Incident and Accident Management

Suppliers shall establish management procedures to prevent, manage, track, and report employee health and safety incidents and near misses, including provisions for: encouraging employee reporting, classifying and recording employee health and safety incidents and near misses, providing necessary medical services and emergency response, investigating cases and taking corrective actions to reduce or eliminate risks, and assisting employees in returning to work. Employees have the right to evacuate from imminent harm and return after the risk is resolved, and suppliers shall not retaliate or penalize them for doing so.

16. 应急准备与响应

应制定书面的应急响应计划，明确火灾、自然灾害等突发事件的报警、疏散及救援程序。应对所有员工进行岗前应急培训，并定期组织覆盖全部班次和全部人员的应急演练，确保员工熟悉逃生路线与集合点。演练及事故处置情况应形成记录并留存备查。

16. Emergency Preparedness and Response

Suppliers shall develop a written emergency response plan that specifies alarm, evacuation, and rescue procedures for emergencies such as fires and natural disasters. Emergency training shall be provided to all employees before starting work, and regular emergency drills covering all shifts and all personnel shall be conducted to ensure employees are familiar with escape routes and assembly points. Records of drills and incident responses shall be maintained and kept for review.

第三部分：商业道德

Part 3: Business Ethics

供应商合法合规经营，任何商业活动都应遵循最高标准的道德要求，要求包括：

Suppliers shall operate in compliance with laws and regulations, and all business activities shall adhere to the highest standards of ethics. The requirements include:

1. 政策完善

应自觉遵守业务所涉国家/地区的有关法律法规和监督要求，确保合法有序开展业务。应制定商业道德政策，完善自身反贿赂、反腐败、反勒索等行为的程序。

1. Comprehensive Policies

Suppliers shall proactively comply with relevant laws, regulations, and supervisory requirements of the countries/regions where they operate, ensuring lawful and orderly business conduct. They shall establish business ethics policies and improve their management procedures for anti-bribery, anti-corruption, anti-extortion, and other related practices.

2. 商业诚信

供应商应秉持零容忍原则，禁止任何形式的贿赂、腐败、敲诈勒索和挪用公款行为。

2. Business Integrity

Suppliers shall adopt a zero-tolerance principle and prohibit any form of bribery, corruption, extortion, and embezzlement.

3. 无不正当利益

不得承诺、提供、授予、给予或接受贿赂或其他形式的不适当或不正当利益。禁止范围涵盖为获取或保留业务、将业务指派给任何人或以其他方式获取不正当利益，以直接方式或通过第三方的间接方式，承诺、提供、授予、给予或接受任何有价值物品。应推行监督、记录和强化程序以确保符合反腐败法的要求。

3. No Improper Advantages

Suppliers shall not promise, offer, grant, give, or accept bribes or other forms of improper or undue advantages. The prohibition covers promising, offering, granting, giving, or accepting anything of value, directly or indirectly through third parties, for the purpose of obtaining or retaining business, assigning business to any person, or otherwise securing an improper advantage. Suppliers shall implement procedures for monitoring, recording, and enforcing compliance with anti-corruption laws.

4. 信息披露

所有业务交易均应确保透明并应在供应商业账目和记录中准确反映。依照适用法规和主要的行业惯例公开有关供

应商劳工、健康与安全、环境实践、商业活动、组织结构、财务状况和绩效的信息。不允许伪造记录或虚报供应链中的条件或实践。

4. Information Disclosure

All business transactions shall be transparent and accurately reflected in the supplier's business accounts and records. Information regarding the supplier's labor, health and safety, environmental practices, business activities, organizational structure, financial condition, and performance shall be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain is not permitted.

5. 知识产权

应尊重知识产权。技术或经验知识的转让应以保护知识产权的方式进行，并且应保护双方的信息安全。

5. Intellectual Property

Suppliers shall respect intellectual property rights. The transfer of technical or experiential knowledge shall be conducted in a manner that protects intellectual property rights, and the information security of both parties shall be safeguarded.

6. 公平交易、广告和竞争

应秉持公平交易、广告和竞争的标准，通过公平竞争获取商业机会，不得采取垄断、欺诈、操纵价格或其他任何可能妨碍市场竞争的行为。

6. Fair Business, Advertising, and Competition

Suppliers shall uphold standards of fair business, advertising, and competition, and shall obtain business opportunities through fair competition. Monopolistic practices, fraud, price manipulation, or any other conduct that may impede market competition shall not be employed.

7. 反洗钱

应承诺在与新能安业务往来期间，严格遵守其所适用的反洗钱、反恐怖融资及相关金融监管法律法规的要求。供应商应建立并维护其自身的反洗钱合规管理机制，对其业务相关的交易对手进行合理的身份核实，并妥善保存相关交易记录及身份资料。

7. Anti-Money Laundering

Suppliers are committed to strictly complying with applicable anti-money laundering, counter-terrorism financing, and related financial regulatory laws and regulations during their business dealings with Ampace. Suppliers shall establish and maintain their own anti-money laundering compliance management mechanisms, conduct reasonable identity verification of counterparties related to their business, and properly retain relevant transaction records and identity documents.

8. 反商业欺诈

应保证供给新能安的产品与响应单据一致，不得向新能安销售假冒产品、残次品、翻新品等。

8. Anti-Commercial Fraud

Suppliers shall ensure that the products supplied to Ampace are consistent with the corresponding documentation, and shall not sell counterfeit products, defective products, refurbished products, or the like to Ampace.

9. 身份保护和防止报复

除非法律明令禁止，否则应制定程序以保护供应商和员工举报者并确保其身份的机密性和匿名性。供应商应制定沟通程序，让员工能够提出疑虑而无需担心遭到报复。

9. Identity Protection and Retaliation Prevention

Unless expressly prohibited by law, suppliers shall establish procedures to protect whistleblowers, including both supplier personnel and employees, and ensure the confidentiality and anonymity of their identities. Suppliers shall establish communication procedures that enable employees to raise concerns without fear of retaliation.

10. 信息安全与隐私保护

应承诺保护所有业务相关人员，包括新能安、供应商、消费者和员工的个人信息的合理隐私期望。供应商在收集、存储、处理、传输和共享个人信息时应遵守隐私和信息安全法律及法规要求。

10. Information Security and Privacy Protection

Suppliers are committed to protecting the reasonable privacy expectations of personal information of all persons involved in business, including Ampace, suppliers, consumers, and employees. Suppliers shall comply with privacy and information security laws and regulations when collecting, storing, processing, transmitting, and sharing personal information.

第四部分：供应链管理

Part 4: Supply Chain Management

供应商应进行负责的采购，建立供应商行为准则，将环境、社会与治理（ESG）因素纳入供应商选择、评估和合作决策中，优先采购符合本准则要求的供应商的产品和服务，要求包括：

Suppliers shall conduct responsible procurement, establish a Supplier Code of Conduct, and integrate Environmental, Social, and Governance (ESG) factors into supplier selection, evaluation, and cooperation decisions, giving priority to the products and services of suppliers that comply with the requirements of this Code. The requirements include:

1. 供应商合规承诺与合同约束

应要求所有供应商签署书面承诺，确认其理解并接受本准则的全部要求，并将本准则条款纳入采购合同。应明确约定违反准则的后果，包括但不限于限期整改、暂停采购订单、终止合作关系等。并要求供应商将其对本准则的承诺和义务延伸至其自身的上一供应商，逐级传递管理要求，确保供应链全链条的合规性。

1. Supplier Compliance Commitment and Contractual Obligations

Suppliers shall require all their suppliers to sign written commitments confirming their understanding and acceptance of all requirements of this Code, and shall incorporate the terms of this Code into procurement contracts. The consequences of violating the Code, including but not limited to corrective actions within a specified time, suspension of purchase orders, and termination of cooperation, shall be clearly stipulated. Suppliers shall also require their suppliers to extend their commitments and obligations under this Code to their own upstream suppliers, cascading management requirements level by level to ensure compliance throughout the entire supply chain.

2. 供应链风险评估与分级管理

应根据供应商所处地区、行业类别、原材料类型及历史合规记录，对供应商进行分级管理，识别高风险供应商并制定针对性的尽职调查计划和审核频率。

2. Supply Chain Risk Assessment and Tiered Management

Suppliers shall implement tiered management of their suppliers based on factors such as geographic location, industry category, raw material types, and historical compliance records, identify high-risk suppliers, and develop targeted due diligence plans and audit frequencies.

3. 负责任的矿产采购

应遵循《Ampace负责任矿产资源供应链的尽责管理政策》，并制定政策以确保其供应链中的钽、锡、钨、金、钴、天然石墨、锂、镍以及其他责任矿产相关原料不会来自高风险地区，其中包括存在以下活动或情况的区域：冲突、最恶劣形式的童工雇佣现象、强迫劳动和贩卖人口、严重侵犯人权的行为（如广泛的性暴力）或根据合理客观的判断存在其他高风险活动（包括严重的健康和安全风险以及不良的环境影响）。供应商应按《经合组织关于来自受冲突影响和高风险地区矿物的负责任供应链尽职调查指南》或同等和公认的尽职调查框架制定其尽职调查政策和管理制度，对这些矿物的来源和产销监管链开展尽职调查，以识别和评估相关风险并采取适当的措施缓解此类风险，并应公开供应链年度尽职调查报告。

3. Responsible Mineral Sourcing

Suppliers shall follow the "Ampace Due Diligence Management Policy for Responsible Mineral Resources Supply Chain" and establish policies to ensure that tantalum, tin, tungsten, gold, cobalt, natural graphite, lithium, nickel, and other responsible mineral-related raw materials in their supply chain do not originate from high-risk areas, including regions with activities or conditions such as conflict, the worst forms of child labor, forced labor and human trafficking, serious human rights abuses (e.g., widespread sexual violence), or other high-risk activities based on reasonable and objective judgment (including serious health and safety risks and adverse environmental impacts). Suppliers shall develop their due diligence policies and management systems in accordance with the "OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas" or equivalent and recognized due diligence frameworks, conduct due diligence on the source and chain of custody of these minerals to identify and assess relevant risks and take appropriate measures to mitigate such risks, and shall publicly disclose their annual supply chain due diligence reports.

4. 供应链申诉与举报机制

应建立并维护供应链层面的申诉渠道，允许供应商员工及其他利益相关方就供应链中的不当行为（如强迫劳动、环境污染、腐败、欺诈等）进行匿名举报。应承诺对举报人进行保护，杜绝打击报复行为，并对举报内容进行及时调查与反馈。

4. Supply Chain Grievance and Reporting Mechanism

Suppliers shall establish and maintain grievance channels at the supply chain level, allowing supplier employees and other stakeholders to report anonymously on misconduct in the supply chain (such as forced labor, environmental

pollution, corruption, fraud, etc.). Suppliers are committed to protecting whistleblowers, eliminating retaliation, and conducting timely investigations and feedback on reported matters.

5. 应急与业务连续性管理

应要求关键供应商制定并演练应急响应和业务连续性计划，以应对自然灾害、公共卫生事件、地缘政治冲突等可能中断供应链的突发情况。

5. Emergency and Business Continuity Management

Suppliers shall require their key suppliers to develop and practice emergency response and business continuity plans to address sudden events that may disrupt the supply chain, such as natural disasters, public health emergencies, and geopolitical conflicts.

6. 供应链尽职调查

应将本准则要求传达至其供应商，监督其遵从情况，定期评估其合规表现，并按新能安要求报告评估结果。应建立供应商审核计划，对新供应商进行准入审核，对现有供应商进行周期性审核，审核内容涵盖环境保护、劳工实践、商业道德、供应链管理及管理体系等方面，并根据审核结果确定后续管理措施。

6. Supply Chain Due Diligence

Suppliers shall communicate the requirements of this Code to their suppliers, monitor their compliance, periodically assess their compliance performance, and report the assessment results as required by Ampace. They shall establish a supplier audit program, conducting admission audits for new suppliers and periodic audits for existing suppliers. The audits shall cover environmental protection, labor practices, business ethics, supply chain management, and management systems, and follow-up management measures shall be determined based on the audit results.

7. 能力建设与培训支持

应对采购员进行社会责任培训，并应向供应商提供或协助开展本准则相关的培训与能力建设活动，帮助其理解和满足准则要求，尤其是在劳工权益、环境保护、职业健康安全等薄弱领域。应优先对高风险供应商和新准入供应商进行重点辅导。

7. Capacity Building and Training Support

Suppliers shall provide social responsibility training to their purchasers, and shall provide or assist in providing

training and capacity-building activities related to this Code to their suppliers, helping them understand and meet the Code requirements, especially in weak areas such as labor rights, environmental protection, and occupational health and safety. Priority shall be given to high-risk suppliers and newly admitted suppliers for focused coaching.

第五部分：管理体系

Part 5: Management Systems

供应商应采用或建立范围与本准则内容相关的管理体系（如ISO14001/ISO45001/ISO50001/ISO27001）。在设计该管理体系时，应确保：(a) 符合与供应商的经营和产品相关的适用法律、法规及客户要求；(b) 符合本准则；以及(c) 识别并减低与本准则相关的经营风险，具体要求包括：

Suppliers shall adopt or establish management systems relevant to the content of this Code (e.g., ISO 14001, ISO 45001, ISO 50001, ISO 27001). In designing such management systems, they shall ensure: (a) compliance with applicable laws, regulations, and customer requirements related to the suppliers' operations and products; (b) compliance with this Code; and (c) identification and mitigation of operational risks related to this Code. The specific requirements include:

1. 政策、责任与承诺

应制定涵盖劳工人权、健康安全、环境和商业道德的政策声明，阐明其对负责任经营和持续改进的承诺。由管理层签署，并以员工能够理解的语言传达。应明确指定管理层人员负责体系运行，为体系实施提供充足资源，并定期（至少每年一次）评审体系有效性。

1. Policy, Responsibility, and Commitment

Suppliers shall establish a policy statement covering labor rights, health and safety, environment, and business ethics, stating their commitment to responsible operations and continuous improvement. It shall be signed by management and communicated in a language understandable to employees. Suppliers shall explicitly designate management personnel responsible for system operation, provide adequate resources for implementation, and periodically (at least annually) review the effectiveness of the system.

2. 风险评估与合规管理

应建立程序，识别与供应商经营相关的法律、客户、环境、健康与安全以及劳工和道德风险，确定其重要程度并实施控制措施。

2. Risk Assessment and Compliance Management

Suppliers shall establish procedures to identify legal, customer, environmental, health and safety, labor, and ethical risks related to their operations, determine their significance, and implement control measures.

3. 改进目标与内部审核

应制定书面绩效目标和实施计划，并进行定期评估、开展内部审核并持续改进。

3. Improvement Objectives and Internal Audits

Suppliers shall establish written performance objectives and implementation plans, conduct periodic assessments, carry out internal audits, and pursue continuous improvement.

4. 培训与沟通

应制定管理人员和员工培训计划，确保其理解并执行相关政策和目标。应建立内外部沟通程序，向员工、供应商及客户准确传达政策、实践及绩效信息。

4. Training and Communication

Suppliers shall develop training programs for management and employees to ensure their understanding and implementation of relevant policies and objectives. They shall establish internal and external communication procedures to accurately convey policies, practices, and performance information to employees, suppliers, and customers.

5. 员工和利益相关方的参与和补救措施

应建立与员工、员工代表以及其他利益相关者进行持续双向沟通的流程，收集反馈并持续改进。应为员工和相关方提供安全、保密的申诉渠道无需担心遭到打击报复。所有申诉应及时、公正地处理并给予反馈。

5. Employee and Stakeholder Engagement and Remediation

Suppliers shall establish processes for ongoing two-way communication with employees, employee representatives, and other stakeholders to collect feedback and drive continuous improvement. They shall provide safe and confidential grievance channels for employees and relevant parties without fear of retaliation. All grievances shall be handled and responded to in a timely and fair manner.

新能安将不时更新、修订本准则的内容，准则每一版本更新后新能安均将在官方网站予以公布，并通过合理方式（包

括邮件、SRM系统等) 向供应商通知准则的更新, 新能安成功发出后则视为供应商收悉。前述更新内容一经通知, 将作为本准则不可分割的组成部分, 并与本准则具有同等效力, 供应商应始终遵守新能安最新准则要求。

Ampace will update and revise the content of this Code from time to time. After each version update, Ampace will publish it on its official website and notify suppliers of the updates through reasonable means (including email, SRM system, etc.). The update shall be deemed received by the suppliers upon dispatch by Ampace. Once notified, the aforementioned updates shall become an integral part of this Code and have the same effect as this Code. Suppliers shall always comply with the latest Code requirements of Ampace.