

# Compliance Code of Conduct

This Code summarizes the major operating policies and codes of conduct of Beijing HyperStrong Technology Co., Ltd. (hereinafter referred to as "HyperStrong" or the "Company") worldwide, and stipulates corporate governance, product quality, environmental protection, business behavior, social responsibility, etc. All employees should abide by the provisions of the compliance code of conduct and work together with the Company to create an open, compliant and sustainable working atmosphere.

This code applies to Beijing HyperStrong Technology Co., Ltd. and all branches and subsidiaries within the scope of its consolidated statements. It is applicable to the company's production and operation, products and services, logistics and distribution, waste management and other operational activities. It is applicable to all employees of the company, including regular employees, temporary workers, apprentices, student workers, contract workers and other types of staff at home and abroad, and require all partners to actively comply with this code or similar policy requirements.

## 1. Corporate Culture

Vision: To become a world-class leader in energy technology innovation.

Mission: Empower green energy and create a zero-carbon ecosystem.

Values: Integrity, innovation, dedication, harmony.

## 2. Corporate Governance

### 2.1 Construction of Governance System

HyperStrong follows international standards and has built a comprehensive and sophisticated corporate governance system. It not only covers a series of detailed rules, regulations and management processes, but also deeply penetrates into every business operation to ensure that all business activities can be carried out in an orderly manner within the framework of laws and regulations, thereby ensuring the orderly operation of the company's business. All employees of Hyperstrong shall:

Comply with the company's rules and regulations, implement the company's decisions, and ensure the normal operation order of the company;

Actively participate in the construction of the corporate system, actively identify and report various risks, and promote the continuous improvement of the corporate governance system;

Protect the company's information security, and do not disclose the company's sensitive information in any form without authorization.

## 2.2 Product Quality and Safety

HyperStrong complies with domestic and overseas product quality-related policies, regulations and quality standards, continuously improves product quality, ensures high quality, safety and compliance, and complies with ISO9001, RoHS and REACH standards to build a sound quality management system. The company attaches great importance to product safety, complies with relevant laws and regulations and domestic and overseas standards, and ensures that products meet safety requirements. According to the characteristics of different categories of products, safety guarantee measures are continuously strengthened, and all products have passed a number of safety specification test requirements before leaving the factory. All employees of Hyperstrong shall:

Maintain the quality management system of the whole product life cycle, and strictly inspect, monitor and verify the product quality according to the system requirements to ensure the product quality;

Strictly control the use of chemicals, formulate and implement chemical management systems, and stipulate safety management requirements for all kinds of raw materials from procurement, transportation, storage, handling and use;

Continue to pay attention to the negative impact of chemicals used in the production process, and ensure that the raw and auxiliary

materials involved in the design and development, manufacturing and assembly, installation and delivery, operation and maintenance of products meet the requirements of RoHS or REACH directives.

### 2.3 Environmental Protection

Hyperstrong is well aware of the importance of environmental protection to the company's sustainable development and social responsibility, and always puts environmental protection at the forefront of corporate operations. In strict compliance with the requirements of national and local environmental protection laws and regulations, the Company builds and continuously improves the environmental management system to ensure that the environmental impact is controlled and reduced to the maximum extent in production and operation activities. All employees of Hyperstrong shall:

Maintain the environmental management system, strictly abide by the system regulations, reduce environmental risks, and ensure the company's sustainable development and harmonious coexistence with the ecological environment;

Comply with the Company's waste and noise control management regulations and other system documents, and dispose of waste and noise generated by the Company in compliance with regulations;

Actively participate in environmental protection-related training organized by the Company to enhance environmental protection awareness.

### **3. Commercial Actions**

#### **3.1 Fair Competition**

The Company abides by the anti-monopoly law, anti-unfair competition law and other laws and regulations related to market competition in the location of its operations, actively participates in the establishment of a competitive and orderly market environment, adheres to fair competition, is honest and trustworthy, and achieves its goals in a correct way. All employees of Hyperstrong shall:

Understand the anti-monopoly law, anti-unfair competition law and other relevant laws and regulations where the company operates, and use laws to restrain its own behavior;

Do not disclose the Company's competitively sensitive information to competitors in any way, including but not limited to price, cost, sales terms, market allocation, production capacity data, business plan, etc.;

It is not allowed to obtain competitive intelligence by bribery, theft or other improper means in any way.

#### **Anti-corruption**

HyperStrong adheres to business ethics, resolutely prohibits all

commercial corruption, continues to improve the anti-bribery and anti-corruption management system, enhances employees awareness of compliance through system management, training and publicity, and builds a fair and honest business environment with suppliers. Establish a good atmosphere of integrity, diligence and dedication, and prevent behaviors that harm the interests of the company and shareholders. All employees of Hyperstrong shall:

Strictly abide by laws and regulations and strengthen self-moral restraint. Do not accept or solicit any form of financial, benefit, etc. from partners, customers, other employees;

Do not provide bribery of any kind to partners, customers, public officials, other employees and related families in any way; Not to participate in or assist in any form of corrupt activity;

The hospitality activities organized or participated in must comply with the company's regulations and business practices, and should be based on the principles of reasonableness, compliance and necessity. It is not allowed to receive or send gifts that exceed business practices, and it is not allowed to participate in immoral activities;

Do not trade with material non-public information and do not use such information in any way for personal gain or the personal gain of others;

If you are aware of relevant corruption, you should report it to the

anti-corruption department of the Company in a timely manner; Anti-corruption departments should protect the privacy of whistleblowers and prohibit retaliation.

### 3.3 Information Security and Privacy Protection

The Company respects the privacy of all individuals and keeps the personal data held by these individuals confidential. The Company has a data privacy policy in place to provide appropriate protection for the data of employees, customers and suppliers. The company has set up a special data protection management department to ensure information security. All employees of Hyperstrong shall:

Comply with the laws and regulations related to information security and privacy protection in the location of the operation point, receive relevant training, and establish awareness of information security and privacy protection;

When collecting information, only necessary information is collected, and the purpose of information collection is clearly stated to the information provider, and the collected information shall not be used for other purposes;

Not to provide data of employees, customers and suppliers to third parties without authorization;

If leaks and information security risks are found, they should be reported immediately.

### 3.4 Protection of Intellectual Property Rights

The company attaches great importance to the protection of intellectual property rights, strictly abides by the relevant laws and regulations of intellectual property rights in the location of the operation point, protects its own intellectual property rights through legal channels, and respects the intellectual property rights of others.

All employees of Hyperstrong shall:

Receive relevant training to enhance the awareness of intellectual property protection;

The results of inventions and creations obtained in the process of work belong to service inventions and creations, and should be reported to the company immediately for protection and rational utilization of the results;

The intellectual property rights of the company shall not be destroyed in any form such as copying, storage or disclosure without authorization.

## 4. Social Responsibility

### 4.1 Social Contribution

HyperStrong is actively enthusiastic about public welfare undertakings, gives full play to its advantages in the industry, and actively gives back to the society while achieving steady development



through public welfare measures such as donations, disaster relief and education support, and makes unremitting efforts to promote social harmony and progress. All employees of Hyperstrong shall:

Comply with the laws and regulations of the location of the operation site and respect local culture and customs;

Establish correct values, clarify ones own responsibilities and obligations, and constantly create social values;

Actively participate in public welfare volunteer activities organized by the company or local community organizations, enhance their awareness of social responsibility and establish a good corporate image in the local area.

#### 4.2 Helping the Development of the Industry

HyperStrong actively tracks the latest technologies and market trends in the industry, communicates with peers and learns from each other by compiling and publishing books, participating in industry conferences, and organizing on-the-spot exchanges, and demonstrates its scientific and technological strength and product advantages to gain more market opportunities. All employees of HyperStrong shall:

Actively learn and understand industry knowledge and continue to grow;

On the premise of not involving sensitive information, actively

communicate and learn with peers to learn from each others  
strengths and complement each others weaknesses.

Beijing HyperStrong Technology Co., Ltd

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1<sup>st</sup> Edition

The final right of interpretation belongs to HyperStrong