

Cheongfuli (Xiamen) Co., Ltd.

Supplier Code of Conduct

1 Purpose

Cheongfuli (Xiamen) Co., Ltd. (hereinafter referred to as “Cheongfuli” or the “Company”) is committed to working closely with upstream and downstream suppliers and customers across the supply chain to jointly build a sustainable industrial ecosystem. This Code of Conduct is hereby established to specify supplier management requirements and standardize supplier conduct.

2 Scope

This policy applies to Cheongfuli and all entities over which it has operational control.

3 Business Ethics

3.1 Suppliers shall conduct business in an ethical manner and shall avoid all forms of corruption and bribery.

3.2 Where any potential conflict of interest exists (such as circumstances in which a Company employee may hold an economic interest in any business of the supplier), the supplier shall promptly disclose the same to the Company.

3.3 Suppliers shall protect the trade secrets and confidential information of the Company and other business partners, and shall respect the intellectual property rights of others.

3.4 Suppliers shall adhere to free and fair competition, strictly comply with the laws and regulations relating to anti-monopoly and anti-unfair competition of the country and the localities where they operate, shall not obtain information about competitors or business partners by illegal or unethical means, and shall be prohibited from fabricating or disseminating false information about competitors.

4 Human Rights

4.1 Suppliers shall respect and protect human rights, safeguard personal dignity, privacy, and other lawful rights; strictly prohibit any sexually harassing, coercive, threatening, insulting, or exploitative conduct (including gestures, language, and physical contact); prohibit child labor and all forms of forced labor; and respect employees’ rights to freedom of association and collective bargaining.

- 4.2 Suppliers shall uphold equal employment, provide fair labor conditions, and avoid employment discrimination based on gender, age, race, nationality, religion, disability, trade union membership, political affiliation, sexual orientation, or other grounds.
- 4.3 Suppliers shall ensure that employees have reasonable and lawful rest periods, and the maximum working hours of employees shall comply with the requirements of applicable laws and regulations.
- 4.4 Suppliers shall provide employees with fair remuneration, comply with local wage regulations, and ensure that employees receive reasonable and lawful compensation and benefits (including overtime pay, annual leave pay, social insurance, and other benefits), with wages not less than the statutory minimum wage standard and meeting basic living needs. Suppliers shall provide humane treatment, ensure that employees are free from discrimination, harassment, and corporal punishment, and maintain a fair, inclusive, healthy, safe, and sanitary working environment.

5 Environmental Protection

- 5.1 Suppliers shall strictly comply with the environmental laws and regulations of the country and the localities where they operate, actively take measures to reduce greenhouse gas and pollutant emissions, improve the efficiency of water, energy, and other resource utilization, implement effective waste management plans, and avoid waste generation to the greatest extent possible.
- 5.2 Suppliers shall protect the biodiversity of the localities where they operate, avoid deforestation, and ensure that their activities do not cause adverse effects on local ecosystems and wildlife.
- 5.3 The Company encourages suppliers to adopt appropriate measures to assess and reduce the adverse environmental impact of their own operational activities.

6 Occupational Health and Safety

The Company encourages suppliers to establish and improve occupational health and safety protection systems, specify concrete preventive measures, reduce the likelihood of occupational diseases or work-related injuries, and safeguard the health and safety of employees.

7 Effective Date

- 7.1 This policy has been reviewed and approved by the Company's management, who shall be responsible for overseeing its implementation.
- 7.2 This policy shall come into effect from the date of its publication.

Cheongfuli (Xiamen) Co., Ltd.

XX XX, 2026