

Fuyao Glass Industry Group Co., Ltd.

Social Responsibility Code of Conduct

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Chapter 1 General Provisions

I. Guided by the corporate social responsibility philosophy of "Develop Ourselves, Benefit the World," Fuyao Group gives back to society, protects the environment, actively engages in public welfare initiatives, and fulfills its social responsibilities. It strives to align the Company's economic benefits with social benefits, and to harmonize the Company's development with social development.

II. The *Fuyao Group Social Responsibility Code of Conduct* (hereinafter referred to as the "Code") is formulated based on customer requirements and with reference to the *Responsible Business Alliance Code of Conduct*. It establishes the corporate social responsibility management system. All Fuyao employees are required to adhere to the highest standards of business conduct set forth in all policies and guidelines mentioned in this Code during the performance of their duties. At the same time, Fuyao requires its suppliers to comply with all applicable laws and regulations in the countries/regions where they operate as a prerequisite for cooperation with Fuyao. Suppliers are encouraged to adopt internationally recognized industry standards and best practices to continuously improve their corporate social responsibility (CSR) management level.

Chapter 2 Scope

This Code applies to Fuyao Group and all its subsidiaries, as well as to suppliers providing products, materials, or services to Fuyao. It applies to all employees, including temporary workers, apprentices, student interns, contract workers, and other types of personnel. This Code comprises five sections: Labor Rights, Health and Safety, Environmental Protection, Business Ethics, and Management System.

Chapter 3 Code of Conduct

I. 【Labor Rights】

1.1 Freely Chosen Employment

The Company must ensure that all employment is purely voluntary. It shall not employ any form of slave labor (including modern slavery), debt-bonded labor, trafficked persons, or prison labor. Human trafficking is prohibited, including the transportation, harboring, recruitment, transfer, or receipt of such labor or services by means of threat, force, coercion, abduction, or fraud. Forced labor is prohibited. Physical freedom shall not be restricted, identity documents shall not be withheld, and employees shall not be required to pay deposits, recruitment fees, or other fees to employers or agents.

1.2 Child Labor and Young Workers

1. The Company shall comply with all applicable local and national laws and regulations regarding the minimum working age and shall not employ child labor. "Child labor" is defined in the following order:
 - 1) A person below the minimum employment age of the country/region, or in the absence of relevant legal provisions,
 - 2) A person below the age of completing compulsory education, or in the absence of relevant legal provisions,
 - 3) A person under the age of 16.
2. Young workers under the age of 18 shall not perform work that is likely to jeopardize their health or safety.

1.3 Working Hours

The Company shall comply with all applicable laws and regulations regarding working hours and rest. All overtime

must be voluntary. The standard workweek (excluding overtime) shall be determined by law but shall not exceed 48 hours, and the total weekly working hours (including overtime) shall not exceed 60 hours. Employees shall have at least one day off for every six consecutive working days.

1.4 Wages and Benefits

The compensation paid to employees by the Company shall comply with all applicable wage laws, including those relating to minimum wages, overtime pay, and statutory benefits. Overtime pay for employees shall be at a rate higher than the normal hourly wage rate as stipulated by law. The Company shall promptly inform employees of their payroll evidence via pay stubs or an information system.

1.5 Career Management

The Company shall establish personal development and career planning for all employees, create career development pathways, provide continuous and targeted training, conduct regular performance evaluations, and continuously improve the competence and capability of employees at all levels.

1.6 Humane Treatment

The Company shall not use violence, including but not limited to verbal abuse, threats, corporal punishment, sexual harassment, or physical coercion against employees. Unlawful or cross-gender body searches shall not be conducted, nor shall threats to commit such acts be made.

1.7 Non-Discrimination

The Company shall not discriminate against employees in hiring, compensation, promotion, rewards, training opportunities, termination, or other employment practices based on nationality, race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, protected genetic information, or marital status. Employees or prospective employees shall not be subjected to medical tests or physical examinations that could be used in a discriminatory manner.

1.8 Freedom of Association

The Company shall, in accordance with local laws, respect the right of all employees to voluntarily form and join unions, engage in collective bargaining and peaceful assembly, as well as the right to refrain from such activities. Effective labor-management communication mechanisms shall be established, and regular communication with employees or their representatives shall be conducted. Employees and/or their representatives shall be able to openly communicate with management and express views and concerns regarding working conditions and management practices without fear of discrimination, retaliation, threats, or harassment.

II. 【Health and Safety】

In addition to minimizing work-related accidents and illnesses, the Company is committed to providing a safe and healthy work environment for employees (including external contractors). This commitment contributes to the quality of products and services, ensures operational continuity, and enhances employee stability and morale. Furthermore, the Company believes that continuous investment in and education of employees are key to identifying and resolving workplace health and safety issues.

2.1 Occupational Health and Safety

1. The Company shall obtain, maintain, and update all necessary health and safety permits and comply with the relevant provisions of these permits.

2. The Company shall identify and assess potential occupational health and safety risks (including fire, industrial hygiene, physically demanding work, machine guarding, etc.) and eliminate or reduce risks through hazard elimination, substitution, engineering controls, preventive maintenance, and safe work procedures (including lockout/tagout). Appropriate personal protective equipment shall be provided where necessary. Additionally, appropriate measures shall be taken to protect the safety and health of female workers, especially pregnant and breastfeeding workers.
3. The Company shall provide appropriate health and safety training to employees in the local language and post health and safety-related information in the workplace.
4. The Company shall establish procedures and systems to prevent, manage, track, and report occupational injuries and illnesses, including provisions to encourage employee reporting; classify and record injury and illness cases; provide necessary treatment; investigate cases and implement corrective actions to eliminate similar situations; and assist employees in returning to work.

2.2 Living Conditions

The Company shall provide employees with clean restroom facilities and drinking water. When necessary, clean and hygienic food, storage, and dining facilities shall be provided. Employee dormitories shall be kept clean and safe and provide reasonable living space.

2.3 Emergency Preparedness

The Company shall identify and assess potential emergencies and emergency events, including but not limited to fires, explosions, fatal accidents, and mass poisonings. Emergency plans and response procedures shall be implemented, including emergency reporting, on-site first aid, notification and evacuation procedures, regular training and drills, and recovery plans, to minimize the impact on people, the environment, and property.

2.4 Industrial Hygiene

The Company shall identify, assess, and control hazards posed to employees by chemical, biological, and physical agents. The Company must utilize engineering and administrative controls to control overexposure to hazardous sources. When such controls cannot effectively manage the hazards, the Company shall establish and operate appropriate personal protective equipment programs to protect employee health.

2.5 Machine Guarding

The Company shall conduct hazard assessments for production equipment and other machinery. Physical guards, interlocks, and barriers shall be provided and properly maintained for machinery that could potentially cause injury to employees.

2.6 Absolute Safety Rules

The Company shall comply with the following safety rules and ensure that all employees fully understand and adhere to them, while also supervising their implementation:

1. **Work at Height:** Never engage in any work at height unless properly trained and qualified. Always wear appropriate personal protective equipment when working at height.
2. **Driving Operations:** Always wear a seatbelt when driving or riding in a vehicle. Do not exceed speed limits or drive when fatigued.
3. **Live Electrical Work:** Never perform live electrical work unless properly trained and qualified.

III. 【Environmental Protection】

During its operations and services, the Company shall minimize adverse impacts on society, the environment, and natural resources, while protecting public health and safety.

3.1 Environmental Permits and Reporting

The Company shall obtain, maintain, and update all required environmental permits (e.g., for emissions monitoring), approvals, and registrations, and shall comply with their operational and reporting requirements.

3.2 Product Environmental Requirements

The Company shall comply with all applicable laws, regulations, and customer requirements concerning prohibited or restricted substances, such as RoHS and REACH, and shall take effective measures to prohibit or restrict the use of specific substances in products and/or manufacturing processes.

3.3 Pollution Prevention and Energy & Emission Reduction

1. The Company shall comply with all applicable laws and regulations regarding pollutants (including wastewater, air emissions, and solid waste), including requirements related to their generation, transportation, storage, treatment, and discharge. Pollution generation and emissions shall be reduced or eliminated at the source, illegal discharge of toxic and hazardous pollutants is prohibited, and noise pollution shall be prevented.
2. The Company shall adopt conservation and substitution measures to reduce the consumption of energy, water, and natural resources, thereby reducing greenhouse gas emissions. All types of energy consumption shall be reduced or eliminated at the source or through practices such as improving production operations, maintenance and facility processes, material substitution, and material recovery and reuse.
3. The Company shall regularly perform statistical analysis of energy data to monitor energy consumption and pollution emissions.

3.4 Hazardous Substances

The Company shall identify and control chemical substances and other materials that, if released into the environment, could pose a hazard. These substances shall be handled, transported, stored, used, recycled or reused, and disposed of safely.

3.5 Wastewater and Solid Waste

Wastewater and solid waste generated from operations, industrial processes, and sanitary facilities shall be classified, monitored, controlled, and treated as required before discharge or disposal.

3.6 Air Emissions

Air emissions generated during operations, such as volatile organic chemicals, aerosols, corrosives, particulates, ozone-depleting chemicals, and combustion by-products, shall be classified, monitored, controlled, and treated as required before discharge.

3.7 Noise Management

1. The Company shall evaluate potential environmental noise during the design phase of construction projects, formulate preventive measures, and submit them to the environmental protection department for review, approval, and filing in accordance with prescribed procedures.
2. The Company shall regularly monitor workplace noise to ensure compliance and actively implement measures (such as soundproof walls and mufflers) to reduce noise generation.

3.8 Environmental Impact at The End of Product Life Cycle

During the initial product design phase, the Company shall give full consideration to eco-design principles (e.g., reducing product weight, facilitating recycling). Labels concerning renewability, biodegradability, and disposal shall be clear and shall be communicated to customers and consumers.

IV. 【Business Ethics】

To fulfill its social responsibilities and achieve success in the marketplace, the Company shall adhere to the highest standards of integrity in all business interactions.

4.1 Integrity in Operations

1. The Company prohibits any and all forms of bribery, corruption, extortion, and embezzlement. Monitoring and enforcement procedures shall be implemented to ensure compliance with integrity in operations, including promises, offers, giving, or acceptance of any bribes.
2. All business transactions shall be conducted transparently and shall be accurately reflected in the Company's accounts and records.

4.2 Information Disclosure

The Company shall disclose information regarding its participation in labor rights, health and safety, environmental activities, business activities, organizational structure, financial status, and performance in accordance with applicable regulations and major industry practices. Records shall not be falsified, nor shall conditions or practices within the supply chain be misrepresented.

4.3 Information Security Management and Intellectual Property Protection

1. The Company shall improve its information security management system, identify and assess potential risks, and implement and control the processes required for information security (including due diligence on third parties).
2. The Company shall respect intellectual property rights. The transfer of technology, experience, knowledge, or information shall be conducted in a manner that protects intellectual property rights. The information security of customers and suppliers shall be protected.

4.4 Fair Business, Advertising, and Competition

1. The Company shall adhere to the principles of fair business and shall not engage in collusion, conspiracy, or other unfair competition practices that disrupt fair competition conditions. It shall encourage, support, and protect the social supervision of unfair competition practices by all organizations and individuals.
2. The Company shall comply with the requirements of honest advertising and shall not use advertising or other methods to make misleading or false representations regarding the quality, safety, or validity period of products.

4.5 Identity Confidentiality

Unless explicitly prohibited by law, the Company shall establish procedures to protect the confidentiality and anonymity of whistleblowers among stakeholders (including customers, suppliers, and internal employees). The Company shall establish communication procedures that allow employees to raise concerns without fear of retaliation.

4.6 Responsible Mineral Sourcing

1. The Company shall commit to and take reasonable actions to prevent the use of metals such as tantalum, tin, tungsten, gold, and cobalt in its products that originate from conflict-affected areas, avoiding directly or indirectly contributing to illegal armed conflict, human rights abuses, environmental harm, or health and safety risks.
2. The Company shall conduct due diligence on the source and chain of custody of these minerals and shall provide information on the due diligence measures taken as required by regulations or customers.

4.7 Privacy

The Company shall commit to protecting the reasonable privacy expectations of all individuals involved in its business, including suppliers, customers, consumers, and employees. The collection, storage, processing, transmission, and sharing of personal information shall comply with relevant privacy and information security laws and regulations.

V. 【Management System】

5.1 Company Commitment and Management Responsibility

1. Top management shall publicly issue a corporate social responsibility policy statement committing to compliance with applicable laws and regulations, customer requirements, the requirements of this Code, and to continuous improvement.
2. The Company shall explicitly designate a senior manager responsible for corporate social responsibility to identify and control risks, conduct regular internal audits and management reviews, establish an internal assessment and accountability mechanism, and drive continuous improvement.

5.2 Legal Requirements Identification, Risk Assessment, and Control

The Company shall identify corporate social responsibility risks and potential impacts associated with its operations based on applicable laws, regulations, and customer requirements (including the requirements of this Code). Appropriate procedures and substantive controls shall be implemented to control and minimize risks and eliminate impacts, according to their relative significance.

5.3 Improvement Goals

The Company shall establish performance objectives, targets, and implementation plans to improve its social and environmental responsibility performance. This includes regular assessments of the performance achieved against these objectives.

5.4 Training

The Company shall establish training programs for management and employees to implement the Company's policies, procedures, and improvement objectives, while also meeting applicable regulatory requirements.

5.5 Communication

The Company shall establish processes to communicate its policies, practices, expectations, and performance clearly and accurately to employees, suppliers, and customers.

5.6 Employee Feedback and Participation

The Company shall establish programs to continuously assess employee understanding of this Code and to obtain feedback on the practices and conditions covered by this Code, thereby facilitating continuous improvement.

5.7 Audits and Assessments

The Company shall conduct regular self-assessments to ensure compliance with legal requirements, the provisions of this Code, and the social and environmental responsibility requirements in customer contracts.

5.8 Corrective Actions

The Company shall establish processes to promptly correct deficiencies identified in internal and external assessments, inspections, investigations, and reviews.

5.9 Documents and Records

The Company shall create and retain documents and records to ensure compliance with legal and Company requirements. Confidentiality shall be properly protected.

5.10 Supplier Responsibility

The Company shall establish processes to communicate the relevant requirements of this Code of Conduct to suppliers, monitor suppliers, and provide capacity-building programs for suppliers when necessary to help them improve their social responsibility performance.

Chapter 4 References

- I. Responsible Business Alliance Code of Conduct
- II. ILO Code of Practice on Safety and Health
- III. International Labour Standards of the ILO
- IV. United Nations Convention Against Corruption
- V. ISO 14001:2015 Environmental Management Systems
- VI. ISO 45001:2018 Occupational Health and Safety Management Systems
- VII. SA8000 Social Accountability Standard