

Huayou upholds high ethical standards, proactively fulfills its social responsibilities, and is committed to achieving long-term development. Integrity is the foundation of our business and the fundamental principle that drives our sustainable development.

In a business environment full of change and challenges, each of us may face certain choices every day. Whenever we make business decisions, it is crucial that we act in compliance with the highest standards of business ethics and all requirements of the laws and regulations. The Code of Conduct is exactly the collective commitment and code of conduct of all our employees in terms of ethical standards and compliance enforcement.

We firmly believe that integrity, fairness, and lawful business conduct are the foundation and guiding principles of all our operations. Huayou maintains a zero-tolerance policy towards fraud, corruption, and any form of violations of laws and regulations. It is the duty of each of us, including all the management and employees, and regardless of the position we hold, to strictly abide by laws, regulations, industry standards and the Company's policies.

Any violation of the Code of Conduct or other relevant Company's policies will be dealt with seriously; serious violations may lead to termination of employment. Misconduct that violates laws or regulations may also result in the imposition of civil liability, or even criminal penalties including fines or imprisonment.

We expect every Huayou employee to keep the Code of Conduct firmly in mind and put it into practice, to unite efforts in compliance, to fulfill our mission of integrity, and to work together to drive Huayou forward toward an even more promising and excellent future while upholding integrity and compliance.

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This Code of Conduct (hereinafter referred to as this "Code") applies to all directors, supervisors, officers, employees, and advisors of Zhejiang Huayou Cobalt Co., Ltd. and its subsidiaries at all levels, branches, offices, and other controlled entities invested in thereby worldwide (collectively referred to as the "Company" or "Huayou"), including all full-time, part-time, temporary, consulting, or dispatched personnel (collectively referred to as the "Employees"), as well as to third parties dealing with the matters of the Company on behalf of the Company, in addition to the Employees. We also encourage and expect our clients, suppliers, and other business partners to uphold similar values and business ethics standards.

This Code sets out the fundamental stance and requirements of the Company on business ethics, values, and standards of conduct, which are intended to provide clear guidance for the Employees in their daily work and business decisions to ensure sound judgment and right actions in a dynamic and complex environment.

Beyond defining the corporate culture we strive to foster—one rooted in integrity as a core value—this Code also aids in identifying and addressing situations that may involve ethical risks, legal issues, or deviations from policies, guiding us in making choices aligned with the Company's values.

To support the implementation of this Code, the Company has established a series of supplementary policies, operating procedures, and detailed implementation rules (collectively referred to as the "Supporting Rules"). All Employees are expected to understand and adhere to these in the course of performing their duties.

Guided by our mission of "Creating Value for Customers, Leading Industry Development," and adhering to the business philosophy of "Being Customer-Centric and Creating Value for Customers", we are always committed to winning the market with high-quality products. We strictly comply with applicable laws and regulations related to product quality and safety, ensuring that our products meet mandatory standards, industry norms, and contractual requirements. We encourage technological innovation and process improvement, continuously optimizing our products to create value for customers and society.

- (1) Proactively keep an eye on and track regulations of China and other countries on product quality and safety, ensuring all product certifications are complete and up-to-date;
- (2) Strictly control the quality of purchased raw materials to ensure compliance with applicable standards and the Company's quality requirements;
- (3) During production, rigorously adhere to all process requirements and specifications, ensuring stable and controllable product quality;
- (4) Promptly initiate investigations on and take appropriate measures to address any complaints or feedback regarding product quality or safety.

While working in a workshop, you notice excessive impurities in the raw materials during feeding process, which may not meet standards. What should you do?

You should immediately stop the current feeding operation, isolate the suspicious raw materials, label them with "Pending Inspection", take photos of the appearance of the raw materials (including the batch label), document the issue, and report it to your direct supervisor without delay.

Market economy characterized by fair competition is conducive to fostering innovation, improving the efficiency of economic operations, and safeguarding the interests of consumers and the public. Adhering to the principle of fair competition, we strictly abide by applicable anti-monopoly and anti-unfair competition laws and regulations to maintain a healthy and orderly market economic order.

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- (1) Not reach any formal or informal agreements or consensuses with competitors to fix, change, control or influence prices, divide markets or customers, restrict production capacity, or engage in other acts that impede fair competition;
 - (2) Not exchange or discuss any competitively sensitive information with competitors, including but not limited to information on price, production and sales, suppliers and customers, tendering and bidding, and future market plans.
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As a salesperson, one day, you are invited to a WeChat group chat in which there are many sales managers from competitors in the same industry. The business manager of company B, one of our competitors, suggests that since the market price of a certain product has been low recently, the members in this WeChat group chat should jointly set a minimum selling price and must not sell at a price lower than the aforesaid selling price. Some other sales staff agree with the proposal. What should you do?

You should immediately express disapproval in the WeChat group chat, exit the WeChat group chat, and save the screenshots of your disapproval and exit (which can be used as evidence later to prove that you did not participate in the monopoly behavior). Then you should inform the legal department in a timely manner and send to them the screenshots for record-keeping.

As a globally operating enterprise, we strictly comply with relevant laws and regulations on export control and economic sanctions in applicable countries/regions. The relevant laws and regulations on export control and economic sanctions govern the export, re-export, deemed export activities of specific items (including products, services, technologies, software, etc.), as well as business activities involving specific targets, specific uses or regions.

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- (1) Understand and comply with the applicable laws and regulations on export control and economic sanctions (including counter-measures), as well as internal policies and business operation procedures;
 - (2) Ensure that relevant activities do not involve sanctioned regions, restricted parties, or restricted uses;
 - (3) Confirm the status of the items obtained and intended for export under the applicable export control laws and regulations, and obtain the relevant permits if required by the law.

You are a sales manager in the Company. One client makes an order with large amount but is unwilling to provide information about the final use of the products. What should you do?

You should immediately conduct an investigation. Only after resolving all doubts can you proceed with the transaction. If you are unable to independently

Corrupt and bribery practices severely undermine the fair competition in the market environment. We maintain a zero tolerance attitude toward any form of corruption and bribery. We prohibit both the act of bribing government officials and the act of offering or accepting kickbacks. We prohibit our employees from providing gifts, such as customers, suppliers, etc. Following the "Four Core Values" talent selection standard — "willing to act, capable of acting, successful in acting, and clean in acting", we neither offer nor accept bribes.

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- (1) Not offer, promise, or give bribes or any form of improper advantages (including but not limited to cash, gifts, shares, and excessive entertainment) to any government officials, private entities, or individuals for the purpose of, or for the perceived purpose of, improperly obtaining business opportunities, competitive advantages or any other (,g

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...dealings with the Company or the Employees themselves. All gifts or entertainment
intended to be provided or accepted must comply with proper business etiquette and
be reported in advance. Employees who provide or accept gifts or
entertainment in breach of the relevant policy may be subject to disciplinary actions
and be held accountable in accordance with the law.

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- (1) Not provide or accept any gifts or entertainment with improper business purposes (such as for obtaining business or gaining improper advantages);
 - (2) All business

- (1) (b) Best practices for identifying and reporting suspicious activities include:
 - Discrepancies between funds and business background or payment basis, especially when the payee never does not match the actual party to the transaction;
 - Payments made in currencies other than those specified in commercial contracts;
 - Any suspicious transactions involving payment in cash or cash equivalent;
 - Payments made to or received from entities or individuals that have no apparent business relationship with our business partner.

You are a member of finance staff and are processing a payment under a

Financial records are your tax obligations. Good faith compliance with
maintain accounting records properly to ensure their authenticity, completeness,
availability, and security. We actively cooperate with tax and financial regulatory
authorities during inspections and assist them in their supervisory work.

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- (1) Refrain from any form of financial fraud, tax evasion, or other misconduct, and ensure the authenticity and accuracy of financial data;
 - (2) Strictly follow established procedures of the Company for external payments, financial advances, and reimbursements;
 - (3) Strictly comply with invoice management and usage regulations, and obtain and issue invoices in accordance with the law;
 - (4) Not engage in fraudulent reimbursements to embezzle the Company's funds, including but not limited to fabricating expenses, submitting false claims, purchasing or issuing false invoices or other falsified documents, or other misconduct;
 - (5) Properly maintain accounting records and relevant business documents.

You are a finance staff. When reviewing sales invoices, you find errors in information such as the purchaser's name and tax ID number. What should you do?

You should verify the nature of the problem and communicate with the sales department in a timely manner to determine whether the error is due to incorrect information provided by the client or an internal operational mistake. For the incorrectly issued invoices, they should be voided or cancelled. Invoices should be issued in a timely manner, while compliant invoices should be re-issued. Regarding invoices that do not meet tax

records are complete, accurate and reliable in all material respects. In particular, we should ensure that financial records fully and accurately reflect the assets, liabilities, revenues, and expenses of the Company to truthfully represent its business activities.

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- (1) Truthfully, accurately and fully report or reflect actual business activities, refrain from fabricating, tampering with or concealing any information, and maintain records in a timely manner within a reasonable time period to ensure the timeliness of information;
 - (2) Keep records in accordance with applicable accounting standards and the Company's financial policies to ensure clear and accurate accounts;
 - (3) Record business activities, contracts, agreements, customer information, etc. truthfully to ensure that all business decisions and operations are well-documented;
 - (4) Ensure that the financial reports, performance announcements and other information disclosed or published externally are true, accurate, complete and compliant in accordance with applicable laws, regulations and the Company's policies;
 - (5) Properly keep electronic data, emails, system logs, etc. to ensure their authenticity and traceability and prevent tampering or loss of data;
 - (6) Ensure the security and confidentiality of the Company's records, which shall be accessible only to authorized personnel.

The Company's financial statements are inaccurate due to errors in the financial data recorded by you, despite the fact that you are not responsible for preparing the Company's financial statements. What should you do?

You should promptly report the situation to the financial department and your supervisor, correct the errors in a timely manner, and record and provide truthful and accurate financial data.

Respecting and safeguarding human rights is the core of corporate social responsibility and the cornerstone of sustainable development. We strictly adhere to internationally recognized human rights and labor standards, comply with applicable national/regional laws and regulations related to labor and employment, firmly prohibit all forms of forced labor, have zero tolerance for the employment of child labor,

oppose all forms of discrimination, and safeguard the legitimate rights and interests of all Employees in terms of labor remuneration, rest and leave, and vocational training.

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- (1) Actively understand and abide by the Company's policies regarding human rights and labor rights and interests;
 - (2) Not participate in or indulge any kind of verbal abuse, sexual harassment or passive aggressiveness.

You are a member of the supplier management department. During the audit of an outsourced cleaning service provider, you find that some of the cleaners in this company are significantly younger, and their wage is clearly lower than the local minimum wage standard. However, a colleague suggests that you consider such service provider first given its low price. What should you do?

You should propose to suspend the cooperation and explain that collaborating with such a supplier may violate the Company's policy of "zero tolerance for employment of child labor." At the same time, you could require the outsourced service provider to submit legal and compliant employment certificates to implement the Company's principle of labor and employment compliance.

We provide equal opportunities for everyone and oppose all forms of discrimination. We ensure that all Employees have the same rights regarding recruitment, promotion, training, and development opportunities, without unfair treatment based on race, color, gender, age, religion, nationality, physical condition, sexual orientation, marital status, or other characteristics. We actively promote diversity and continuously foster an inclusive, respectful, and collaborative work environment.

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- (1) Proactively learn about and recognize unconscious biases, and consciously avoid unintentional discriminatory words or actions in daily work;
 - (2) In scenarios such as promotions or project assignments, recommend colleagues from diverse backgrounds fairly to ensure diverse and equal allocation of opportunities;
 - (3) Communicate with patience and respect and avoid emotional reaction or blame when misunderstandings arise due to cultural differences;

- (4) Intervene politely and provide positive guidance when encountering discriminatory behavior.

During a team meeting, an introverted colleague proposes an idea that differs from the mainstream opinion but is quickly dismissed or even mocked by others, leading to an awkward silence. As a team member, what should you do?

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In accordance with the Company's Mineral Supply Chain Due Diligence Management Measures, you should collect mine information from the supplier including but not limited to mining license, certificate of origin, and business registration certificate, request the supplier to complete the "Know Your Counterparty" (KYC) questionnaire, conduct supply chain due diligence to identify whether it involves "Conflict-Affected and High-Risk Areas" (CAHRAs), search for negative information or reports about the supplier via online and other verification channels, and conduct assessment to determine if the supplier poses Category 1 or Category 2 risks and if it violates relevant laws and regulations, international conventions, or industry standards.

We are fully aware of the significance of information security to corporates. Therefore, we strictly comply with applicable laws and regulations and continuously make efforts to improve technological means and management systems to ensure the integrity, availability, and confidentiality of information throughout its lifecycle (collection, storage, use, processing, transmission, provision, disclosure, and deletion).

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- (1) Only access data within the authorized scope and never access, download, record, take pictures of, screenshot, forward or otherwise use data outside the authorized scope;
 - (2) Use strong passwords for the Company's devices (including desktop computers, laptops, mobile phones, and other electronic office devices provided by the Company), change them regularly, not share them with others, and prevent password leakage;
 - (3) Wait at the printer and pick up the printed materials immediately upon completion when printing confidential materials, to prevent them from being left behind;
 - (4) Not click on suspicious links or download attachments from unknown sources to prevent viruses and cyber-attacks. If you are unsure whether a web link or download channel is safe, you should confirm it with the Information Center before taking any action;
 - (5) Not use the Company's network and computers for entertainment games unrelated to work;
 - (6) Immediately report to the Information Center and cooperate in subsequent investigations upon discovery of suspected information leakage or system vulnerability.

- (4) Adopt protection measures of higher standard for sensitive personal information to prevent leakage, misuse, or unauthorized access;
- (5) Immediately report to the Legal Department if a request is received from a personal information subject to exercise legal rights to his/her personal information (such as the right to delete personal information, the right to correct personal information, etc.).

You need to send a spreadsheet containing Employees' personal information (such as ID numbers, contact details, etc.) to other departments or colleagues within the Company to support related workflows or projects. What should you do?

- (1) Verification of recipients' authority: Before sending, confirm that the receiving department and personnel have the necessary authority to access such personal information, and ensure compliance of information sharing with the Company's policies and compliance requirements;
- (2) Principle of information minimization: Only provide the personal information necessary for completing the task, and avoid the inclusion of unnecessary or highly sensitive information;
- (3) Encryption protection: Apply password protection or encryption to the spreadsheet to prevent unauthorized access;
- (4) Secure transmission: Use Company-approved secure email or internal file-sharing platforms as your first choice for sending the document, and avoid using public email services or insecure transmission channels;
- (5) Access control: Set file access control to allow viewing or editing by authorized personnel only, and prevent unauthorized access, downloading, or forwarding of the information.

We advocate and implement the EHS (Environment, Health, and Safety) concept that "safety and environmental protection are paramount," always prioritizing employees' occupational health and safety. We firmly believe that the health and safety of every employee are not only the foundation of corporate development but also a guarantee of social harmony and family happiness. Therefore, we are committed to creating a safe, healthy, and comfortable working environment, ensuring that every employee can fully utilize their talents in a risk-free environment and achieve the perfect integration of personal value and corporate goals.

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- (1) Strictly comply with all applicable national and regional laws and regulations regarding occupational health and safety to ensure legal and compliant operations;
 - (2) Regularly participate in safety training provided by the Company to enhance personal safety awareness and emergency response capabilities;
 - (3) When working, always correctly wear and use the protective equipment provided by the Company, such as safety helmets, safety goggles, earplugs, etc.;
 - (4) Maintain a clean and orderly work area, promptly remove clutter, and prevent accidents;
 - (5) Immediately report any potential safety hazards or unsafe behaviors to supervisors or the safety management department;
 - (6) Actively participate in emergency drills organized by the Company, familiarize themselves with emergency procedures, and improve response capabilities for unexpected incidents.

You notice that a machine's safety guard in the production workshop is damaged, posing a potential hazard. What should you do?

- (1) Stop operation immediately: Upon discovering the damaged safety guard, immediately cease operating the machine to ensure the safety of yourself and others;
- (2) Report to the supervisor: Promptly inform the supervisor about the safety hazard, providing details such as the extent of the damage and potential risks;
- (3) Set up warning signs: Place clear warning signs around the machine to prevent unauthorized operation by others;
- (4) Assist in repairs: Before professional maintenance personnel arrive, help in maintaining order at the site to ensure smooth repair work.

Conflict of interest refers to a situation where an employee's personal interests may improperly influence the Company's interests. A conflict of interest arises when an employee's actions or benefits make it difficult for him or her to perform his or her

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(1) Avoid any personal conflict

- (3) Always be vigilant against theft, loss, damage, misuse, and unauthorized access to the Company's equipment;
- (4) Take strict confidentiality measures for accounts, passwords, and information in business systems;
- (5) Not privately use, abuse, misappropriate, or dispose of the Company's assets without authorization;
- (6) Take reasonable and prudent measures to prevent the Company's assets from being stolen, damaged, or misused, and promptly report any actual or suspected situations.

Recently, the Company scrapped several laptops. You are aware that the Company plans to dispose of them as waste equipment and will no longer use them. A colleague suggests taking these waste equipment home privately and selling them. What should you do?

Even waste equipment is the Company's asset and should be handled in accordance with the Company's internal management process. Any private disposal of the Company's assets violates the Company's policies. You should reject your colleague's proposal and stop such private disposal behavior. If your colleague refuses to listen to your advice, you should promptly report the situation to your supervisor and relevant departments.

We promise that the information disclosed externally is true, accurate and complete. We strictly comply with relevant laws and regulations to prevent the leakage of insider information and insider trading behaviors. Insider information refers to the operational, financial or other information that hasn't been made public but may have a significant impact on the Company's securities prices. All employees shall refrain from using insider information for securities or stocks trading, providing relevant trading advice to others, or disclosing such information to any third parties, including relatives and friends.

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- (1) Keep strict confidentiality of the insider information you have learned, and shall not disclose it in any form or use such information for investment or trading;

- (2) Disclose information strictly in accordance with the Company's regulations, and go through compliance approval process to ensure that its content is legal and accurate;
- (3) Not disclose information that hasn't been made public without approval through any unauthorized channels (including social media).

As an employee of the Company, you have access to insider information due to your position, such as the Company's major investment activities. What should you do?

You should actively cooperate with the Company in completing the registration and filing for insiders of insider information, and promptly inform the Company of the details and changes regarding insiders of insider information. Before the insider information is legally disclosed, you must not disclose, report, or spread the relevant content to the outside world in any form without approval. You must not use the insider information to buy or sell the Company's stocks and their derivatives, nor provide trading advice to others or use the insider information in any way to seek benefits for yourself, your relatives, or others.

Intellectual property is our core strategic asset and an important guarantee for realizing the goal of making Huayou a technology-driven enterprise. We are committed to strictly complying with international conventions and applicable laws, regulations and industry norms in our global business operations. We respect and protect the intellectual property rights of all stakeholders, including our employees, partners and third parties. We advocate an innovative culture and promote technological progress in the industry through independent innovation and win-win cooperation. Meanwhile, we strictly guard against various risks of intellectual property infringement and maintain a fair and competitive market order.

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- (1) Access only the necessary confidential information for performing duties, and refrain from accessing, copying, storing or disseminating unauthorized content without approval;
 - (2) Mark with confidential labels such as "Confidential" "Internal", etc. for documents involving sensitive information, and properly manage such documents in line with relevant information security management rules of the Company;

- (3) Upon leaving the Company, return all Company's assets such as documents, accounts and passwords, etc., sign a confidentiality commitment if required, and continue to observe confidentiality obligations;
- (4) Not talk about or disclose the unpublished technical information, strategic plans or business data in unauthorized situations (such as public meetings, social media, etc.).

During a technical discussion with an external partner, the partner requests the detailed derivation formula of a certain process parameter. Does this fall within the scope of what can be shared? If refusing might affect the trust in the cooperation, what should you do?

- (1) Adhere to the "minimum necessary principle" and only provide the non-core technical parameters that have been approved for public disclosure. Detailed technical details such as derivation formulas shall not be disclosed without compliance review;
- (2) Suggest that the partner sign a Non-Disclosure Agreement (NDA), and determine the scope of disclosure after evaluation through the Company's official channels, if the cooperation genuinely requires it;
- (3) Give a unified external response: "Thank you for your interest in our technological innovation. The specific technical details involve the Company's internal intellectual property rights. We need to conduct an internal evaluation before deciding whether we can provide them."

We always uphold the investment philosophy that "wherever we invest, we must contribute to the local socioeconomic development". We are committed to safeguarding the fundamental rights of communities such as the right to survival and development, etc, and oppose firmly any form of discrimination and exclusion. We strictly adhere to ecological protection redlines and never pursue short-term profit at the price of environment. We promote transparency and equality of community participation, establishing a multi-stakeholder decision-making and communication mechanism to ensure that the voices of all stakeholders are fully respected and considered. We prioritize the protection of vulnerable groups, upholding their dignity and directing resources toward grassroots livelihoods. With a strong sense of

responsibility, we reinforce community safety measures, actively identifying and mitigating potential systemic risks.

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- (1) Proactively learn and respect the local cultural tradition and social customs;
 - (2) Strictly comply with and enforce the Company's environmental protection policies to reduce resource waste;
 - (3) Proactively maintain good communication with community residents, listen attentively to reasonable requests, and ensure smooth channels for collecting and responding to community feedback.

You are a Chinese employee based in Indonesia. A local colleague or friend invites you to their wedding. What preparations should you make?

If you accept the invitation, out of respect for local traditions, you can research in advance or consult local colleagues or friends to learn about the wedding's basic procedures, dress code, gift customs and any taboos, to ensure appropriate behavior and to demonstrate respect and friendliness.

We fully recognize the importance of environmental protection for corporate sustainable development and global ecological balance. We are committed to upholding an environmentally responsible approach, striving to minimize the negative impacts of our business operations on the environment, actively promoting efficient resource utilization and circular regeneration, and working towards a harmonious coexistence between business growth and environmental protection—building a “Green Huayou”.

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- (1) Actively participate in the Company's garbage sorting and recycling program, dispose of recyclables, hazardous waste, wet waste, and dry waste into the corresponding trash cans respectively, and ensure that the recyclable items are not contaminated;
 - (2) Strictly abide by the Company's relevant regulations on the use of chemicals, properly store and use all kinds of chemicals to avoid environmental pollution caused by their leakage;

Give priority to environmentally-friendly, recyclable, and renewable raw materials and products. Reduce the requirement of materials that have a great impact on the environment.

- (4) Actively participate in the environmental protection training organized by the Company, learn the latest environmental protection knowledge and skills, enhance personal environmental awareness and ability, and apply the learned knowledge to actual work.

_____ You notice that a barrel of lubricating oil has been spilled in the installation area and there are no staff members around, while you are not on duty. What should you do?

- (1) Notify relevant personnel: immediately contact the EHS supervisor of the workshop and report the specific location and situation of the lubricating oil leakage;
- (2) Isolate the scene: look for nearby emergency supplies such as fire extinguishers.

- (3) Advocate a green lifestyle by bringing their own water cups and tableware to reduce the use of disposable items such as plastic bottles and disposable paper cups;
- (4) Strictly abide by energy-saving operation specifications for employees in production positions, reduce the waste of raw materials, and optimize the production process.

After lunch, you notice that the lights and air conditioning in the break room remain on despite no one using them for a while. What should you do?

- (1) Turn off the equipment: if safe to do so, switch off the air conditioning and lights to avoid energy waste;
- (2) Remind colleagues to conserve energy: politely and casually remind colleagues to turn off appliances when leaving, fostering energy-saving awareness;
- (3) Suggest energy-saving reminders: propose to the administration or facilities management department to post energy-saving notices in public areas like the break room;
- (4) Lead by example in green behavior: maintain good energy-saving habits daily, such as minimizing unnecessary use of electrical devices, and encourage colleagues to collectively create a low-carbon office environment.

If you have any questions about understanding or implementing this Code, or if you encounter any other compliance-related issues, you may contact your supervisor. You can also reach the Company's Legal Department through the following channels:

Email: compliance@huayou.com

Phone: 0086-573-88586011

If you are aware of any violations or suspected violations of laws, regulations, or the Company's policies or other misconduct by any director, officer, employee, or business partner, you are encouraged to proactively report it to the Company's department in charge of audit and supervision. The earlier an issue is identified, the sooner we can take action to mitigate risks and drive continuous improvement. You are expected to provide as detailed and specific information as possible to facilitate a thorough and impartial investigation. All reports will be handled promptly and fairly.

