Asymchem Laboratories (Tianjin) Co., Ltd.

Supply Chain Code of Conduct

I. Human Rights and Labor

1. **Prohibition of Forced Labor:** All entities and their subsidiaries (hereinafter referred to as "Suppliers") that provide goods or services to Asymchem Laboratories (Tianjin) Co., Ltd. and its subsidiaries (hereinafter collectively referred to as the "our group") must strictly prohibit any form of forced labor, including but not limited to the use of violence, threats, or illegal restraint of personal liberty.
2. **Prohibition of Child and Youth Labor:** Suppliers must ensure no child labor is utilized and protect the rights of young workers, ensuring all employees meet or exceed the legal working age.
3. **Working Conditions:** Suppliers should provide a safe and healthy working environment that complies with or surpasses industry standards.
4. **Occupational Health and Safety:** Suppliers must adhere to all applicable laws and regulations regarding occupational health and safety, implementing effective measures to prevent workplace accidents and occupational diseases.
5. **Discrimination and Harassment:** Suppliers are required to strictly prohibit any form of discrimination and harassment based on race, gender, religion, age, nationality, sexual orientation, or any other characteristics.
6. **Freedom of Association and Collective Bargaining:** Suppliers must respect workers' rights to freedom of association and collective bargaining, supporting legitimate avenues for expressing grievances.
7. **Prohibition of Human Trafficking:** Suppliers must resolutely prohibit any form of human trafficking.
8. **Equal Pay for Equal Work:** Suppliers must adhere to the principle of equal pay for equal work, ensuring a fair compensation system.

II. Environment

Our group advance a green value chain and require suppliers and partners to fulfill the following environmental responsibilities:

1. **Environmental Partnership Priority**: Priority is given to selecting suppliers committed to environmental protection, supporting their emission reduction and energy-saving initiatives, and encouraging the implementation of environmental management systems.
2. **Control of Toxic Substance Emissions**: Suppliers should set quantified control targets for reducing toxic emissions, supervise their implementation, and refine environmental management plans.
3. **Waste Management**: Suppliers should implement effective waste, wastewater, and emissions management plans, strictly control the discharge of pollutants, ensure compliance with emission standards, and continuously reduce the emission of toxic and harmful substances; ensure 100% compliant disposal of solid waste and continuous waste recycling to achieve resource recycling.
4. **Resource Efficiency**: Suppliers should enhance the efficiency of water, energy, and raw material usage, mitigating environmental impact.
5. **Biodiversity and Forest Conservation**: Suppliers should protect biodiversity and avoid damaging key ecosystems and refrain from deforestation in their operations. Suppliers' production sites are prohibited from being located in sensitive biodiversity areas, important habitats, nature reserves, drinking water sources, and ecological protection red-line zones.
6. **Greenhouse Gas Emissions and Energy Consumption Management:** Suppliers must establish and implement effective plans for managing greenhouse gas emissions and controlling energy consumption. These plans should include quantified reduction targets, regular monitoring and reporting of emissions, and energy-saving measures to improve efficiency. Suppliers should also regularly assess their energy use and emissions to ensure continuous improvement and align with global climate change objectives.

III. Business Ethics

1. **Anti-Corruption and Conflict of Interest**: All tiers of suppliers and partners within the system must oppose corrupt practices, avoid conflicts of interest, and establish and implement effective anti-corruption policies.

2. **Anti-Unfair Competition**: Suppliers should uphold principles of fair competition and oppose unfair competitive practices , and comply with relevant laws

IV. Product and Service Quality

1. **Quality Management System**: Suppliers should establish and maintain a quality management system to ensure that product and service quality meets industry standards and customer requirements.

V. Information Security and Data Protection

1. **Information Security**: Suppliers should safeguard information security, comply with data protection regulations, and prevent data breaches.

VI. Audit and Assessment

Our group will implement differentiated management of suppliers and partners based on business risk levels and the nature of cooperation:

1. **Audit Methods**: Regular compliance checks on relevant parties will be conducted through on-site audits, document reviews, and third-party assessments, referencing standards such as PSCI Principles, EcoVadis ratings, relevant ISO standards (45001, 9001, 14001, 28000, 20400), as well as local labor and environmental laws and regulations, to ensure ongoing adherence to this Code of Conduct.
2. **Consequences of Non-Compliance**: Suppliers found in violation of the code will face appropriate corrective actions, including but not limited to warnings, mandatory rectification within a specified timeframe, and contract termination.
3. **Continuous Improvement:** We supervise and assist suppliers and key partners in continuously improving their management systems to enhance social responsibility and environmental performance.

VII. Social Responsibility and Anti-Corruption

1. **Integrity in Business**: Work with suppliers and partners to foster a business environment characterized by fairness, honesty, and integrity, and to oppose corrupt practices.
2. **Anti-Corruption Training**: Conduct regular anti-corruption training to enhance suppliers' and partners' awareness of legal and ethical standards.

VIII. Safety and Quality Training

1. **Safety and Quality Enhancement**: Organize safety and quality management training for suppliers and key partners to raise awareness of safe production practices and product quality.
2. **Best Practices Sharing**: Share best practices in safety management and quality control to foster continuous improvement.

This Supply Chain Code of Conduct is designed to guide and regulate the conduct of suppliers and relevant supply chain partners to ensure the sustainable development and social responsibility of the supply chain. The Group is committed to building a sustainable green value chain and actively engages with key stakeholders—including suppliers and partners—to ensure their full understanding of and compliance with this Policy, which governs all activities within the scope of cooperation with the Group. We expect all suppliers (including suppliers, contractors and individuals under the supervision of other companies) to strictly comply with this code and work with us towards contributing to a more equitable, healthy, and sustainable world. The "Supply Chain Code of Conduct" shall take into effect upon approval by the Strategy Committee of the Board of Directors. This "Supply Chain Code of Conduct" is originally drafted in Chinese. In the case of any discrepancies, the Chinese version of the Policy shall prevail.