



Supplier Code of Business Conduct

I. Guidelines Statement

Yutong Bus Co., Ltd. (hereinafter referred to as “Yutong Bus,” “Yutong,” “the Company,” or “we”) adheres to the business philosophy of “governing the enterprise according to law,” comprehensively enhances its lawful and compliant operational capabilities, and abides by the code of conduct of integrity and trustworthiness. To jointly advance the development of responsible supply chains, this Code requires our supply chain partners to comply with the labor, human rights, environmental, and business ethics requirements outlined herein. We will continuously evaluate whether Suppliers’ conduct aligns with the requirements of this Code, prioritizing collaboration with Suppliers demonstrating superior ESG performance. If a Supplier is found to violate the provisions of this Code of Business Conduct or fails to meet the minimum requirements within the stipulated timeframe, Yutong may decide to refrain from entering into new collaborations or terminate existing agreements.

II. Scope of Application

This Policy applies to Suppliers of vehicle components for Yutong Bus Co., Ltd. and its subsidiaries.

III. Basic Principles

1、 Labor and Human Rights Requirements

1.1 Forced Labor: No employee shall be subject to unreasonable restrictions on their freedom of movement within the workplace. If accommodation is provided, no such restrictions shall exist within the accommodation premises. All employees must work voluntarily. Employees must be able to freely resign without threat or penalty, provided they give advance notice in accordance with their employment contract. Suppliers shall not withhold any portion of workers’ wages, benefits, property, or identification documents to coerce employees into continuous employment with the company. If any issues are identified, the Supplier shall ensure that appropriate corrective actions are taken.

1.2 Use of Child Labor: Suppliers shall not recruit, use, or support the use of child labor. Age verification and documentation must be conducted during the recruitment process, and the minimum employment age must comply with the legal requirements of the Supplier’s location. Suppliers shall regularly review their recruitment processes to identify potential risks that could lead to the employment of child labor and take effective measures to eliminate them.

1.3 Child Labor Remediation Procedures: Suppliers shall establish, document, and maintain policies and written procedures designed to remediate child labor, and effectively communicate them to employees and

stakeholders. If child labor is identified during inspections, Suppliers shall also provide sufficient financial and other support to ensure that affected child laborers receive schooling.

1.4 Working Conditions:

1) Working and Rest Hours: Suppliers shall strictly comply with relevant laws and regulations including the *Labor Law of the People's Republic of China*, as well as the *Universal Declaration of Human Rights* and the core labor standards of the International Labor Organization (ILO). Working hours shall not exceed the maximum limits stipulated by local laws and regulations, ensuring the physical and mental well-being of employees to achieve sustainable corporate development.

2) Compensation: Suppliers shall enter into labor contracts with workers in accordance with the law. Wages shall meet or exceed the applicable local minimum wage requirements, and overtime pay shall be provided as mandated by law. Suppliers shall terminate employees' employment contracts in accordance with legal provisions, and shall provide advance written notice and compensation to the affected parties as required by law.

3) Welfare: Suppliers must strictly comply with local laws and regulations by providing workers with basic social insurance coverage, including but not limited to pension insurance, work injury insurance, maternity insurance, accident insurance, and unemployment insurance. Suppliers shall prioritize the physical and mental well-being of workers and create a safe, healthy, and comfortable working environment for them.

1.5 Occupational Health and Safety: Suppliers shall comply with all applicable standards and legal requirements concerning occupational safety (particularly work safety, health protection, and working hours) in the locations where they operate. They shall establish safety risk prevention mechanisms to systematically identify, assess, and control potential threats in the workplace that may endanger employee health and safety. Suppliers may introduce and operate an effective, certified occupational health and safety management system in accordance with ISO 45001 or similar standards, providing corresponding certificates, health and safety policies, and other evidence as proof.

1.6 Harassment and Discrimination: Suppliers shall treat all personnel with dignity and respect, and shall not engage in or support corporal punishment, mental or physical coercion, or verbal abuse, nor treat workers in a cruel or inhumane manner. No unlawful discrimination or harassment based on nationality, region, ethnicity, race, gender, age, cultural beliefs, marital status, or other factors shall be tolerated. Suppliers shall prohibit any threatening, abusive, exploitative, or coercive sexual harassment, including gestures, language, and physical contact, in the workplace, company-provided employee housing, and other premises.

1.7 Freedom of Association and Collective Bargaining: Suppliers shall respect employees' rights to freedom of association and to engage in collective bargaining and communication. Organizations capable of representing and safeguarding employees' legitimate rights and interests, and able to operate independently and autonomously in accordance with the law (such as labor unions), shall be permitted. Suppliers shall ensure that personnel participating in worker organizations and worker representatives are not subjected to discrimination, harassment, coercion, or retaliation for union membership or participation in union activities.

2、 Environmental Protection Requirements

2.1 Greenhouse Gas Emissions and Energy Consumption: Suppliers shall reduce consumption of various types of energy and resources (including water, electricity, natural gas, paper, etc.) at the source or through practices such as improving production processes, maintaining equipment, substituting materials, conserving natural resources, and recycling and reusing materials. They shall increase the proportion of green energy and new energy sources used, reduce greenhouse gas emissions, and achieve a low-carbon economy.

2.2 Pollution Prevention and Waste Management: Suppliers shall identify and control chemicals and other substances that may harm the environment during production and operations. They must ensure the safe and compliant handling, transportation, storage, use, recycling, and disposal of such substances, while meeting all relevant laws, regulations, and customer requirements. At the same time, suppliers shall implement systematic management of exhaust gases, solid waste, and wastewater, carrying out monitoring, control, and treatment measures to advance pollution prevention and control. They shall also conduct regular inspections of the operational status and compliance of treatment facilities.

2.3 Resource Efficiency: Suppliers shall promote more efficient utilization of raw materials or water resources through optimizing production processes, equipment maintenance, material substitution, recycling, or other means.

2.4 Biodiversity Conservation: Suppliers shall develop comprehensive biodiversity conservation management plans. Screening, assessment, management planning, implementation of mitigation measures, and monitoring of biodiversity, ecosystem services, and protected areas shall be conducted and documented by qualified professionals using appropriate methodologies to safeguard biodiversity, forests, and land at the site and surrounding areas.

3、 Business Ethics Requirements

3.1 Anti-Corruption: All business activities conducted by Suppliers shall adhere to integrity standards. Any

form of corruption, extortion, embezzlement, money laundering, or similar misconduct is strictly prohibited. Suppliers shall neither offer nor accept bribes or other improper benefits. Monitoring and enhanced procedures shall be implemented to ensure compliance with integrity requirements.

3.2 Conflict of Interest: Suppliers shall avoid interacting with any Yutong employee who has a conflict of interest or potential conflict of interest. In cases where potential conflicts of interest exist, such as when former Yutong employees are employed by Suppliers, Suppliers shall not assign former Yutong personnel to handle business matters related to Yutong.

3.3 Anti-Unfair Competition: Suppliers shall establish fair trade standards and shall not engage in any activities that violate international conventions or laws and regulations such as anti-unfair competition laws.

3.4 Data Security and Privacy Protection: Suppliers shall comply with applicable data security and privacy protection laws and regulations in the countries and regions where they conduct business operations, and implement measures to protect customer information.

3.5 Trade Secrets and Intellectual Property Protection: Suppliers shall respect intellectual property rights, ensure that their daily operations do not infringe upon others' trade secrets or intellectual property, properly protect intellectual property during the transfer of technology and production expertise, and take appropriate measures to safeguard Yutong's confidential information from improper disclosure, theft, or misuse.

IV. Supplementary Provisions

This Policy is reviewed and approved by the Company's Strategy and Sustainability Committee. The Company will periodically review and update this Policy as necessary. Suppliers' authorized representatives shall review and study this Policy annually and actively participate in relevant training organized by Yutong to enhance their ability to fulfill due responsibilities.