

## Battsys Employee Integrity Convention

1. In order to strengthen the company's integrity, enhance staff self-discipline, regulate the behaviour of all employees, and safeguard the company's image, we have formulated this "Convention".
2. All employees should comply with this "Convention" while performing their duties. Consciously accept supervision, consciously fulfil the obligation of supervision.
- 3, the company employees in the work of integrity, compliance with the law, shall not take advantage of their positions to misappropriation, misappropriation, fraudulent acquisition of company property.
4. Employees of the company must practise thrift and frugality in their official dealings, and are not allowed to use public funds for receptions that are not related to official business or exceed the standard (the value of standard gifts for receptions shall not exceed RMB 200 yuan, and shall not be exceeded more than 2 times per month).
5. Employees in the course of official dealings shall not receive gifts with a market value of more than RMB 200 yuan from customers or suppliers by any means, and shall only be allowed to accept small gifts (e.g. souvenirs, calendars, stationery, etc.) of smaller value and in line with the business practice, and the frequency shall not be more than 2 times in a month.
6. Company employees should have a clear work task when going out on official activities, and shall not use the name of official business to handle personal private affairs, handle official business in all simplicity, and shall not reimburse travelling expenses over the standard.
7. Company employees shall not take the opportunity of enquiry or contract signing to ask for or accept any form of remuneration, such as cash, kickbacks, shopping cards, benefits, securities, goods and services, and so on, from the constructor, supplier, supervisory unit, design unit and other business units.
8. The company's employees shall not have to take the opportunity to inquire or sign contracts, accept business cooperation unit of business hospitality and other benefits, including the third party to the transfer of benefits to employees or their relatives.
9. Depending on the severity of the case, those who violate this policy may face disciplinary action, termination of the employment relationship, criminal or civil claims, and damage to the Company's reputation as a result of such violations.

Once our employees and their relatives are found to have the above disciplinary violations, please report to our company in time. The company will effectively protect the identity information and interests of the informants, and strictly investigate and punish such disciplinary violations.

Contact person: General Manager Zeng Xiaoping, Tel: 020-84821680 ext. 108, email: rd-pk@fe123battery.com.

**Guangzhou Battsys Co., Ltd**

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