

# BUSINESS PARTNER CODE OF CONDUCT

## 业务合作伙伴 行为准则

2023

## 1. CORE VALUES AND PRINCIPLES

Sustainability and integrity are at the heart of our business and in the hearts of our people. In our businesses, products, services and along our value chains and worldwide activities, we help to drive the ongoing transformation of the economy towards a healthy ecosystem for sustainable mobility and industries.

As a signatory of the United Nations (UN) Global Compact, Vitesco Technologies has committed itself to its ten principles in the areas of human rights, labor, environment and anti-corruption. Vitesco Technologies is committed to honesty and integrity with respect to our entire business conduct towards employees, customers, suppliers, competitors and other stakeholders.

Vitesco Technologies is committed to visionary and bold ambitions. At the latest by 2050, together with Vitesco Technologies' value chain partners, Vitesco Technologies strives for 100 % carbon neutrality along the entire value chain, 100 % emission-free mobility, 100 % closed resource and product cycles as well as 100 % responsible sourcing and business partnerships. The business partners of Vitesco Technologies including its suppliers, sub-contractors and any other business partners (hereinafter referred to as the "Business Partners") will support Vitesco Technologies in achieving these ambitions with their products, services and operations, to reduce adverse impacts along the value chain and to create economic, social and ecological value for all our stakeholders and society.

Sustainable business practices and integrity are rooted in Vitesco Technologies' company values, Codes of Conduct, respective rules and policies as well as international frameworks including the United Nations Sustainable Development Goals (SDGs), the United Nations Global Compact, the OECD Guidelines on Multinational Enterprises (MNE's) and the United Nations Guiding Principles on Business and Human Rights with specific reference to the Core Conventions of the International Labour Organization (ILO).

## 1. 核心价值观和原则

可持续发展和诚信是我们开展业务的核心原则，我们的员工时刻将此铭记在心。在我们的业务、产品、服务以及我们的价值链和全球活动中，我们努力帮助推动经济持续转型，以建立一个健康的、可持续的出行和行业的生态系统。

作为联合国 (UN) 全球契约的签约组织，纬湃科技承诺遵守人权、劳工、环境和反腐败领域的十项原则。纬湃科技承诺在与员工、客户、供应商、竞争对手和其他利益相关者的全部商业行为中，秉持诚实和诚信原则。

纬湃科技致力于实现有远见、有自信的远景目标。纬湃科技将携手价值链合作伙伴，力争最迟在 2050 年实现整个价值链 100% 碳中和，出行交通 100% 零排放，资源和产品 100% 闭合循环利用以及 100% 负责任的采购和业务合作。纬湃科技的业务合作伙伴，包括其供应商、分包商和任何其他业务合作伙伴（以下简称“业务合作伙伴”）将通过其产品、服务和运营帮助纬湃科技实现这些远景目标，减少价值链中的不利影响，并为我们的所有利益相关者和整个社会创造经济、社会和生态价值。

可持续业务规范和诚信深植于纬湃科技的公司价值观、行为准则、相关规则和政策以及国际框架中，包括《联合国可持续发展目标》(SDG)、《联合国全球契约》、经合组织《跨国公司行为准则》(MNE) 和《联合国工商企业与人权指导原则》，特别是《国际劳工组织》(ILO) 的核心公约。

Vitesco Technologies expects all its Business Partners to act with the same fairness, honesty, responsibility and dedication to sustainability and integrity in all aspects of their business. This Business Partner Code of Conduct highlights important standards that are consistent with Vitesco Technologies' values. We expect each Business Partner including, but not limited to suppliers, consultants, vendors, brokers, merchants, dealers, contractors, agents and others, to observe and strictly adhere to these standards and values. In exceptional cases, where there is a conflict between this Code of Conduct and the local legislation, Business Partners shall apply the higher standard.

## 2. COMPLIANCE WITH LAWS, RULES AND LEGAL REGULATIONS

The Business Partner will comply with all applicable laws, rules and regulations in the countries, in which it operates, and will maintain suitable measures to ensure compliance with such laws, rules and legal regulations.

### COMPLIANCE WITH ANTITRUST LAWS

The Business Partner will strictly comply with all applicable antitrust laws, trade practice laws and any other competition laws, rules and regulations dealing for example with monopolies, unfair competition, restraints of trade, and relationships with competitors and customers. The Business Partner will not enter into agreements with competitors or engage in other acts that may unfairly impact competition, including, but not limited to, price fixing or market allocations.

### COMBATTING CORRUPTION

Vitesco Technologies does not tolerate any form of corruption. Thus, the Business Partner will comply with applicable laws and regulations concerning bribery and anti-corruption, including those concerning foreign corrupt practices. The Business Partner will neither engage in nor tolerate any form of corruption, bribery, theft, embezzlement, or extortion. Furthermore, the Business Partner will

纬湃科技希望所有业务合作伙伴在其业务的各个方面同样秉持公平、诚实、责任以及坚持可持续性和诚信的原则行事。本业务合作伙伴行为准则强调的重要标准符合纬湃科技的价值观。我们希望每个业务合作伙伴，包括但不限于供应商、顾问、服务提供商、经纪人、批发商、经销商、承包商、代理商和其他方，遵循并严格遵守这些标准和价值观。在极少数情况下，当本行为准则与当地立法发生冲突时，业务合作伙伴应遵循更高的标准。

## 2. 遵守法律、条例和法规

业务合作伙伴须遵守其运营所在国家/地区的所有适用法律、条例和法规，并采取适当措施，确保遵守此类法律、条例和法规。

### 遵守反垄断法

业务合作伙伴须严格遵守所有适用的反垄断法、贸易惯例法以及其他涉及例如垄断、不正当竞争、贸易限制和与竞争对手、客户之间的关系等方面的竞争法、条例和法规。业务合作伙伴不得与竞争对手达成协议或从事其他可能对竞争产生不公平影响的行为，包括但不限于固定价格或分配市场。

### 反腐败

纬湃科技绝不容忍任何形式的腐败行为。因此，业务合作伙伴须遵守有关贿赂和反腐败的适用法律法规，包括反海外腐败行为的法律法规。业务合作伙伴既不得参与，也绝不能容忍任何形式的腐败、贿赂、盗窃、挪用公款或勒索行为。此外，业务合作伙伴不得使用非法款项，包括但不限于为达到影响决策过程之目的而违反适用法律，向任何个人、公

refrain from the use of illegal payments, including without limitation, any payment or other benefit conferred on any individual, company or government official, for the purpose of influencing the decision-making process in violation of applicable laws. Specifically, the Business Partner must not offer illegal benefits or illegal favors such as bribe payments, kickbacks, or other illegal benefits including inappropriate gifts and undue hospitality towards Vitesco Technologies' employees in exchange for any business opportunities.

### CONFLICT OF INTEREST

Our employees are expected to act in the best interest of Vitesco Technologies. Private interests and personal consideration shall not affect any business decision. Vitesco Technologies and all its Business Partners will avoid any activity or situation that may lead to a conflict of a private interest of a Vitesco Technologies' employee on the one side and the business interest of Vitesco Technologies on the other side. A Business Partner becoming aware of a conflict-of-interest situation will immediately notify Vitesco Technologies about this.

### PREVENTION OF MONEY LAUNDERING

Our Business Partners will comply with all applicable statutes governing the prevention of money laundering and not to participate in any money laundering activity.

### EXPORT AND IMPORT REGULATIONS

The Business Partner will comply with all applicable import and export control laws, including without limitation, sanctions, embargoes and other laws, regulations, government orders and policies controlling the international transmission or shipment of goods, technology and payments.

司或政府官员提供任何钱款或其他利益。具体而言，业务合作伙伴不得向纬湃科技的员工提供非法利益或非法好处，例如贿赂款项、回扣或其他非法利益，包括向纬湃科技的员工给予不适当的礼物和过度的款待，以换取任何业务机会。

### 利益冲突

我们的员工应以纬湃科技的最佳利益行事。个人利益和个人考量不得影响任何业务决策。纬湃科技及其所有业务合作伙伴须避免任何可能导致纬湃科技员工的个人利益与纬湃科技的商业利益发生冲突的活动或情况。业务合作伙伴发现利益冲突情况后，须立即通知纬湃科技。

### 反洗钱

我们的业务合作伙伴须遵守所有适用的反洗钱法规，并且不得参与任何洗钱活动。

### 进出口法规

业务合作伙伴须遵守所有适用的进出口管制法律，包括但不限于制裁、禁运以及其他涉及货物国际运输、技术国际传输和跨境转账的法律、法规、政府命令和政策。

### 3. SOCIAL RESPONSIBILITY

#### HUMAN RIGHTS

The Business Partner will respect, protect and actively promote internationally recognized human rights. Furthermore, the Business Partner will use its best efforts to ensure that these are not violated along the complete supply chain. The Business Partner will act based on the UN Guiding Principles on Business and Human Rights in particular.

#### BAN ON CHILD LABOR

The Business Partner will respect and protect the dignity and rights of children. The Business Partner will ensure to employ only persons who have reached the minimum age required to perform work in accordance with the applicable national legislation and will not tolerate nor endorse child labor.

#### BAN ON FORCED LABOR

The Business Partner will undertake to exclude any kind of forced or compulsory labor as well as any form of slavery. All work must be voluntary and without threat of punishment. The Business Partner thus must avoid any form of labor based on physical, psychological, sexual or verbal violence and / or abuse or economic exploitation including any forms of modern slavery, human trafficking as well as unethical recruitment practices. The Business Partner will furthermore ensure an inclusive and cooperative environment with no retaliation and freedom from violence or harassment.

#### MISUSE OF PRIVATE OR PUBLIC SECURITY FORCES

The Business Partner shall refrain from hiring or use of security forces if, due to a lack of instruction or control on the part of the Business Partner, there might occur a risk of torture and cruel, inhumane or degrading treatment, injury to life or limb or impairment of the freedom of association and union.

#### OCCUPATIONAL SAFETY AND HEALTH

### 3. 社会责任

#### 人权

业务合作伙伴须尊重、保护和积极促进国际公认的人权。此外，业务合作伙伴还须尽最大努力确保在整个供应链中不违反这些规定。业务合作伙伴尤其须根据《联合国工商企业与人权指导原则》行事。

#### 禁止雇佣童工

业务合作伙伴须尊重和保护儿童的尊严和权利。业务合作伙伴须确保仅雇用已达到适用的国家法律所规定的最低工作年龄的人员，并且不应容忍或认可使用童工。

#### 禁止强迫劳动

业务合作伙伴须承诺不进行任何形式的强迫或强制劳动以及任何形式的奴役。所有工作均须自愿，不存在以惩罚为威胁手段的情况。业务合作伙伴须避免任何形式的基于身体、心理、性或语言暴力和/或虐待或经济剥削的劳动，包括任何形式的现代奴役、人口贩卖以及不道德的招聘行为。此外，业务合作伙伴须确保打造包容合作且不会受到报复、没有暴力或骚扰的环境。

#### 滥用私人或公共安全部队

如果由于业务合作伙伴缺乏指导或控制措施而导致潜在风险——酷刑，残忍、不人道或有辱人格的对待，生命或肢体伤害，或者结社和工会自由受到损害——业务合作伙伴须避免雇用或使用安全部队。

#### 职业安全与健康

The Business Partner will operate its business in a safe and responsible manner based on a systematic management approach that protects people. The Business Partner will ensure responsible plant security practices at the Business Partner's site. The Business Partner is committed to manufacturing and delivering safe products to Vitesco Technologies and to provide a safe, healthy and ergonomic working environment that prioritizes accident prevention and minimizes exposure to health risks to the Business Partner's employees and contractors. To achieve this goal, a safety and health management system for continuous improvement must be implemented, including, but not limited to emergency management, fire prevention and responsible management of chemicals.

#### FREEDOM OF ASSOCIATION

The Business Partner shall respect the fundamental right of employees to form trade unions and to join them in their own free decision. Membership in trade unions or workers' representations shall not constitute a reason for unjustified unequal treatment. The right to collective bargaining for the regulation of working conditions and the right to strike shall be granted.

#### BAN ON DISCRIMINATION

The Business Partner will not tolerate any discrimination, including, but not limited to nationality, ethnicity, gender, disability, age, sexual identity or sexual orientation, religion, beliefs, disability, world view, political opinion, trade union activity, social status, or any racially motivated discrimination. In the case of comparable requirements and tasks, the principle of equal pay for work of equal value without regard to sex must apply.

#### REMUNERATION AND WORKING HOURS

The Business Partner ensures a fair remuneration for regular working hours and overtime as well as benefits, at least equal to the minimum wage established under the applicable law. The Business Partner will undertake to observe legal regulations

业务合作伙伴须根据保护人员的系统管理方法，以安全且负责任的方式开展业务。业务合作伙伴须确保在其现场采取负责任的工厂安全措施。业务合作伙伴须致力于为纬湃科技制造和交付安全的产品，并提供一个安全、健康和符合人体工程学的工作环境，优先考虑事故预防并将业务合作伙伴的员工和承包商面临的健康风险降至最低。为实现这一目标，必须实施持续改进的安全和健康管理体系，包括但不限于应急管理、火灾预防和负责任的化学品管理。

#### 结社自由

业务合作伙伴应尊重员工自行决定组建工会和加入工会的基本权利。工会成员或工人代表身份不应成为遭受不正当、不平等待遇的理由。应给予员工为改善工作环境进行集体谈判的权利和罢工的权利。

#### 禁止歧视

业务合作伙伴不应容忍任何歧视，包括但不限于国籍、种族、性别、残疾、年龄、性认同或性取向、宗教、信仰、世界观、政治观点、工会活动、社会地位或任何因种族而引起的歧视。在要求和任务相当的情况下，必须遵循同工同酬的原则，不分性别。

#### 薪酬和工作时间

业务合作伙伴须确保公平的正常工作时间和加班报酬以及福利，至少达到适用法律规定的最低工资水平。业务合作伙伴须承诺遵守有关工作时间和充足休息时间（包括假期）的法律规定。

on working hours and sufficient resting periods including holidays.

#### PROTECTION FROM EVICTION AND LAND DEPRIVATION

The Business Partner will acknowledge and respect the existence of land use and customary rights as well as any associated rights within local communities, including those of indigenous people and individuals. The Business Partner will refrain from unlawful evictions as well as the unlawful deprivation of land, forests or waters, the use of which secures the livelihood of a person.

#### EMPOWERMENT OF WOMEN

Vitesco Technologies supports the UN Women's Empowerment Principles and strongly encourages its Business Partners to formally support these principles in their own operations as well as their supply chains.

### 4. ECOLOGICAL RESPONSIBILITY

#### ENVIRONMENTAL PROTECTION

The Business Partner is obliged to comply with applicable national and international regulations as well as standards on environmental protection that affect its operations. Environmental pollution shall be minimized, environmental protection continuously improved and resources used sparingly. An environmental management system in accordance with ISO 14001 or an environmental management system suitable for the relevant industry shall be established and applied. Every Business Partner shall report comprehensively on environmental performance (emissions, water, waste, etc.) and publish a corresponding risk management (e.g. sustainability report, CDP platform).

#### PRESERVATION OF THE NATURAL FOUNDATIONS OF LIFE

The Business Partner will use resources in a sustainable manner by demonstrably reducing

#### 确保免遭驱逐和剥夺土地

业务合作伙伴须承认并尊重当地社区内土地使用权、习惯权利以及任何相关权利的存在，包括原住民和个人的权利。业务合作伙伴不得进行非法驱逐，不得非法剥夺对维持个人生计的资源（土地、森林或水域）的使用权。

#### 赋予妇女权力

纬湃科技支持联合国《赋权予妇女原则》，并强烈鼓励其业务合作伙伴在其自身的运营和供应链中正式支持这些原则。

### 4. 生态责任

#### 环境保护

业务合作伙伴有义务遵守适用的国家和国际法规以及影响其运营的环境保护标准。尽量减少环境污染，不断提高环境保护水平，节约使用资源。应建立并实施符合 ISO 14001 的环境管理体系或适用于相关行业的环境管理体系。每个业务合作伙伴都应全面报告环境绩效（排放、水、废物等）并发布相应的风险管理措施（如可持续发展报告、CDP 平台）。

#### 保护生命的自然基础

业务合作伙伴须明确减少能源、水、原材料和供应品的消耗，以实现资源的可持续利用。特别是在缺



consumption of energy, water, raw materials and supplies. Particularly in areas of water scarcity, water abstraction shall be minimized and access to drinking water as well as sanitary facilities shall be provided. Waste and wastewater quality standards must be defined and monitored within the framework of applicable legal and regulatory requirements. Furthermore, the Business Partner will install and maintain adequate environmental protection management procedures, including, but not limited to climate protection, air quality, responsible chemicals management, soil protection, protection of water bodies, biodiversity, waste treatment and handling, prevention of noise and deforestation.

#### CLIMATE PROTECTION

The Business Partner will undertake to actively and sustainably protect the climate, for example by increasing energy efficiency, generating or purchasing energy from renewable sources as well as taking other measures to reduce CO<sub>2</sub> emissions.

#### BAN OF SUBSTANCES OF HIGH CONCERN

The Business Partner is obliged to comply with the statutory ingredient prohibitions, restrictions and declaration regulations as well as applicable standards on the prohibition and declaration of ingredients; the Business Partner will provide evidence regarding such obligations on request. The Business Partner shall exercise particular care regarding the origin of its materials.

#### ENVIRONMENTALLY SOUND WASTE HANDLING AND CIRCULAR ECONOMY

The Business Partner shall observe the prohibition of non-environmentally sound handling, collection, storage, disposal of wastes in accordance with the regulations in force in the applicable jurisdiction. The Business Partner shall foster a circular economy approach and enable the use of recycled materials wherever possible as well as reduce waste as much as possible.

水地区，应尽量减少取水量，并提供饮用水和卫生设施。必须在适用的法律和法规要求的框架内设定和监控废物及废水质量标准。此外，业务合作伙伴须制定并维护适当的环境保护管理程序，包括但不限于气候保护、空气质量、负责的化学品管理、土壤保护、水体保护、生物多样性、废物处理和处置、防止噪音和防止森林砍伐。

#### 气候保护

业务合作伙伴须承诺以积极、可持续的方式保护气候，例如提高能源效率、生产或购买可再生能源以及采取其他措施减少二氧化碳排放。

#### 禁用高关注物质

业务合作伙伴有义务遵守有关成分禁用、限用和声明的法律规定以及有关成分禁用和声明的适用标准；业务合作伙伴须根据要求提供承担此类义务的证据。业务合作伙伴须特别注意其材料的来源。

#### 废物的环境无害化处理和循环经济

业务合作伙伴须遵守适用司法辖区的现行法规，对废物进行无害化处理、收集、储存和处置。业务合作伙伴须推进循环经济方法，尽可能使用回收材料，并尽可能减少浪费。



## LIFE CYCLE ASSESSMENT

Vitesco aims to conduct a Life Cycle Assessment (LCA) on every new product. Upon request, every Business Partner shall therefore provide Vitesco with evidence-based information related to products and materials purchased. All the information exchanged will be kept confidential and limited to the framework of the LCA activities.

Vitesco can offer a generic introduction to LCA in order to establish harmonized and standardized process that can regulate the format and flow of the information between the parties.

## 5. SUPPLY CHAIN DUE DILIGENCE AND MINERALS FROM CONFLICT-AFFECTED AND HIGH-RISK AREAS

### SUPPLY CHAIN DUE DILIGENCE

The Business Partner will use its best efforts to be aware of the business practices of its own suppliers, sub-contractors and other business partners and will require all such suppliers, subcontractors as well as business partners to comply with this Business Partner Code of Conduct or the values described herein. Business Partners will implement due diligence processes in order to identify, prevent and mitigate risks involving but not limited to human rights abuses and environmental impacts in their supply chains. The Business Partner and Vitesco Technologies will discuss any questions in relation to this Business Partner Code of Conduct in a trustful and respectful manner.

### DUE DILIGENCE AND TRACEABILITY FOR ALL MINERALS

As part of an overall supply chain due diligence process, the Business Partner is expected to support due diligence and traceability throughout its supply chains for all minerals. The Business Partner is expected to be aware of and comply with all applicable legal requirements in relation to minerals from conflict-impacted and high-risk areas including

## 生命周期评估

纬湃科技旨在对每个新产品进行生命周期评估 (LCA)。因此，每个业务合作伙伴均须应要求向纬湃科技提供与所购产品和材料相关的循证信息。所有往来信息均须保密并仅限于 LCA 活动框架。

纬湃科技可以提供有关 LCA 的通用介绍，以建立协调的标准化流程，从而对各方之间信息的格式和传输做出规范。

## 5. 供应链尽职调查与来自于受冲突影响和高风险地区的矿物

### 供应链尽职调查

业务合作伙伴须尽最大努力了解自身的供应商、分包商和其他业务合作伙伴的业务规范，并要求所有此类供应商、分包商以及业务合作伙伴遵守本业务合作伙伴行为准则或本行为准则描述的价值观。业务合作伙伴须实施尽职调查流程，以识别、预防和减轻其供应链中有关（但不限于）侵犯人权和造成环境影响的风险。业务合作伙伴和纬湃科技须以相互信任和尊重的方式讨论与本业务合作伙伴行为准则有关的任何问题。

### 所有矿物的尽职调查和可追溯性

作为整个供应链尽职调查的一部分，业务合作伙伴应为所有矿物的整个供应链的尽职调查和溯源工作提供支持。业务合作伙伴应了解并遵守与来自于受冲突影响和高风险区域的矿物有关的适用法律要求，包括《经济合作与发展组织关于来自受冲突影

the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Thereby the Business Partner will perform due diligence on its supply chains to determine whether products sold to Vitesco Technologies contain critical minerals or materials and complete the most recent versions of the relevant reporting templates, such as the Conflict Minerals Reporting Template (CMRT) provided by the Responsible Minerals Initiative (RMI). This must be based on accurate and truthful information from the Business Partner's own suppliers. Upon reasonable notice, the business partner must be ready to provide current and updated information such as CMRTs to Vitesco Technologies and work towards eliminating non-conforming smelters within its respective supply chains.

## 6. TECHNICAL COMPLIANCE

### TECHNICAL COMPLIANCE BINDING REQUIREMENTS

Technical Compliance is of utmost importance for Vitesco Technologies. This encompasses the whole product lifecycle, including the disposal of the product. The Business Partner commits to ensure the technical compliance of all products delivered to Vitesco Technologies. The Business Partner must fulfill the Technical Compliance Binding Requirements (TCBRs) which are applicable for the products delivered to Vitesco Technologies, such as the respective legal and technical regulations, industrial standards and other norms as well as standards defined by Vitesco Technologies or public rules and externally communicated self-obligations of Vitesco Technologies.

### STATE-OF-THE-ART PRODUCT INTEGRITY

The Business Partner will only develop, manufacture and supply products that comply with the above-mentioned requirements, including a state-of-the-art Product Integrity. This encompasses but is not limited to Product Safety, Product Compliance and

响和高风险区域矿物的负责任供应链尽职调查指南》。

因此，业务合作伙伴须对其供应链开展尽职调查，以确定出售给纬湃科技的产品是否包含关键矿物或材料，并填写最新版本的相关报告模板，例如由“负责任矿产倡议 (RMI)”提供的《冲突矿产报告模板》(CMRT)。填写内容必须基于业务合作伙伴自己的供应商提供的准确真实的信息。在收到合理通知的前提下，业务合作伙伴须准备好向纬湃科技提供最新信息（如 CMRT），并努力淘汰其各自供应链中的不合格冶炼厂。

## 6. 技术合规

### 技术合规约束要求

技术合规对纬湃科技至关重要。这涉及整个产品生命周期，包括产品处置。业务合作伙伴须做出相应承诺，确保交付给纬湃科技的所有产品符合技术法规。业务合作伙伴须满足适用于交付给纬湃科技的产品技术合规约束要求 (TCBR)，例如相应的法律和技术法规、行业标准和其他规范以及纬湃科技制定的标准或公共规则和纬湃科技对外传达的自身义务。

### 高标准产品诚信

业务合作伙伴只能开发、制造和供应符合上述要求的产品，包括高标准的产品诚信要求。该要求包括但不限于产品安全、产品合规和产品网络安全。在正常和可预见的使用场景中，产品必须确保安全，并且不具有风险或只处于可接受的最低风险水平。

Product Cyber Security. Products must be safe and present either no risk or only a minimum acceptable level of risk, taking into account the normal and foreseeable use. Products must furthermore be secure against unauthorised manipulation (cyberattacks).

#### FOSTERING TECHNICAL COMPLIANCE AND ADEQUATE TRAINING

Further, the Business Partner commits to foster the overall Technical Compliance and will ensure an adequate training of relevant staff, either by completing Vitesco Technologies' Technical Compliance Awareness Training or by conducting similar internal trainings of the Business Partner.

### 7. BUSINESS INFORMATION AND INTELLECTUAL PROPERTY

It is the Business Partner's responsibility to ensure that any sensitive business information or trade secrets received by virtue of the business activities with Vitesco Technologies (hereinafter referred to as "Business Information") is held in strict confidence and not improperly used or disclosed to third parties.

The Business Partner must ensure that any Business Information is appropriately collected, processed, secured and stored. Furthermore, the Business Partner will protect and secure Vitesco Technologies' registered as well as unregistered intellectual property as confidential information. Vitesco Technologies respects and recognizes the intellectual property rights of third parties. Vitesco Technologies also expects from the Business Partner that it will do the same regarding the intellectual property rights of Vitesco Technologies and any third parties.

此外，还必须防止产品受到未经授权的操控（网络攻击）。

#### 促进技术合规和充分培训

此外，业务合作伙伴还须承诺促进整体技术合规，并完成纬湃科技的技术合规意识培训，或业务合作伙伴进行类似的内部培训，以确保相关员工获得充分培训。

### 7. 业务信息和知识产权

业务合作伙伴有责任确保对在与纬湃科技开展业务活动过程中获得的任何敏感业务信息或商业秘密（以下简称“业务信息”）严格保密，不会将业务信息用于不当用途或披露给第三方。

业务合作伙伴确保合理收集、处理、保护和保存任何业务信息。此外，业务合作伙伴须将纬湃科技的已注册和未注册知识产权视为保密信息并予以有力保护。纬湃科技尊重并承认第三方的知识产权。纬湃科技期望业务合作伙伴也同样尊重并承认纬湃科技和任何第三方的知识产权。

## 8. DATA PROTECTION

The Business Partner will comply with all applicable laws concerning data protection. If the Business Partner processes personal data on behalf of Vitesco Technologies, it agrees to enter into a data processing agreement.

## 9. BUSINESS CONTINUITY AND RISK ASSESSMENT

With regards to business continuity and supply chain, the Business Partner will regularly conduct comprehensive review of identification and assessment of risks.

For identified risks, the Business Partner will invoke immediate mitigation measures and implement backup and continuity plans. These activities must be carried out and tested on a regular basis to minimize the impact of interruptions and disruptions for operations that support Vitesco Technologies' business.

## 10. COMPLIANCE WITH THIS BUSINESS PARTNER CODE AND CONTROLS

### CONTROLS

The Business Partner will support Vitesco Technologies' implementation of legally required and other due diligence processes by actively participating in related initiatives, e. g. self-assessment questionnaires. Vitesco Technologies reserves the right to audit the Business Partner's compliance with this Business Partner Code of Conduct in an appropriate manner. Any audit will be scheduled at business hours mutually agreed upon with the Business Partner. The Business Partner will prepare an appropriate level of documentation which substantiates in a clear and transparent manner the Business Partner's compliance with this Business Partner Code of Conduct.

## 8. 数据保护

业务合作伙伴须遵守有关数据保护的所有适用法律。如果业务合作伙伴代表纬湃科技处理个人数据，则须同意签署数据处理协议。

## 9. 业务连续性和风险评估

在业务连续性和供应链方面，业务合作伙伴须定期开展全面的风险识别和风险评估工作。

对于已识别到的风险，业务合作伙伴须立即采取缓解措施并实施备用方案和连续性计划。必须定期执行和测试这些活动，以尽量减少对纬湃科技业务运营产生中断和干扰。

## 10. 遵守本业务合作伙伴准则和控制措施

### 控制措施

业务合作伙伴须积极参与相关计划（例如自我评估问卷），为纬湃科技实施法律要求的以及其他的尽职调查流程提供支持。纬湃科技保留以适当方式审核业务合作伙伴是否遵守本业务合作伙伴行为准则的权利。任何审核须安排在与业务合作伙伴共同商定的工作时间内进行。业务合作伙伴须准备好适当的文件，以清晰透明的方式证明其遵守本业务合作伙伴行为准则。

The Business Partner will use its best efforts to be familiar with the business practices of its suppliers, sub-contractors and other business partners and to require all such suppliers, subcontractors and business partners to comply with this Business Partner Code or the values laid down herein. The Business Partner and Vitesco Technologies will discuss any questions in relation to this Business Partner Code in a trustful and respectful manner.

### CONSEQUENCES IN CASE OF INFRINGEMENTS

Vitesco Technologies considers each provision of this Business Partner Code of Conduct, which we may amend from time to time, to be essential for the business relationship between Vitesco Technologies and the Business Partner. Compliance with the provisions herein is acknowledged and agreed to by the Business Partner. In case of a potential infringement of the obligations, the Business Partner shall immediately notify the potential infringement to Vitesco Technologies and initiate suitable improvement measures within a reasonable period of time in order to prevent future violations. The Business Partner will inform Vitesco Technologies of the measures initiated.

In case of any material breach by the Business Partner of this Business Partner Code of Conduct, Vitesco Technologies reserves the right, without prejudice to further rights, to terminate the business relationship.

## 11. GRIEVANCE AND COMPLAINTS MECHANISM

The Business Partner and its respective employees as well as all stakeholders are encouraged to report violations of this Business Partner Code of Conduct to the Vitesco Technologies Integrity Line.

Contact details are available on the Vitesco Technologies website (<https://www.vitesco-technologies.com/en-us/company/corporate-governance/integrity-line>).

业务合作伙伴须尽最大努力熟悉其供应商、分包商和其他业务合作伙伴的业务规范，并要求所有此类供应商、分包商以及业务合作伙伴遵守本业务合作伙伴行为准则或本行为准则体现的价值观。业务合作伙伴和纬湃科技须以相互信任和尊重的方式讨论与本业务合作伙伴行为准则有关的任何问题。

### 违约后果

纬湃科技认为本业务合作伙伴行为准则的每项规定（可能会不时进行修订）对于纬湃科技与业务合作伙伴之间的业务关系至关重要。业务合作伙伴特此认可并同意遵守本行为准则的规定。如果存在潜在的违背约定的行为，业务合作伙伴须立即向纬湃科技报告，并在合理的时间内采取适当的改进措施，以防止日后再次出现违约行为。业务合作伙伴须通知纬湃科技所采取的措施。

如果业务合作伙伴严重违反本业务合作伙伴行为准则，纬湃科技保留在不损害进一步权利的情况下终止业务关系的权利。

## 11. 申诉和投诉机制

鼓励业务合作伙伴及其各自的员工以及所有利益相关者通过纬湃科技诚信专线举报违反本业务合作伙伴行为准则的行为。

可通过纬湃科技的网站 (<https://www.vitesco-technologies.com/en-us/company/corporate-governance/integrity-line>) 获取联系方式。

Business Partners shall support any investigations involving alleged violations. Additionally, in line with their own due diligence efforts, Business Partners should provide a similar and easily accessible grievance/ complaints mechanism or support system for reporting violations. The Business Partner must ensure that any form of retaliation against whistleblowers, i.e. against individuals who raise concerns or inform the appropriate internal or external offices about potential violations, is prohibited.

业务合作伙伴应支持对涉嫌违规行为所开展的调查。此外，业务合作伙伴须根据自身的尽职调查工作，提供类似且易于访问的申诉/投诉机制或支持系统来举报违规行为。业务合作伙伴必须确保禁止对举报人进行任何形式的报复，即禁止对提出疑虑或告知相关内部或外部办公室可能存在违规行为的个人进行报复。