

FORSEE POWER SUPPLIER CODE OF CONDUCT

Forsee Power designs and manufactures smart battery systems for a sustainable electromobility. Sustainability is at the heart of everything we do, not only because we manufacture sustainable products, mitigating transport's impact on the climate, but also because of our commitment to have a positive impact on people and the environment, respecting the Environment, Social and Governance criteria.

As part of our sustainable development strategy, we are committed to sourcing responsibly, in partnership with suppliers who share the same vision of a sustainable planet, thereby contributing to the [United Nations sustainable development goals](#).

HUMAN RIGHTS AND LABOR

Compliance

In each country where you practice your activity,

- You comply with all the laws and regulations applicable to your activity.
- You respect Human rights,
- You carefully choose your suppliers and service providers to ensure that no part of your supply chain participates in violations of Human rights in any way.

Absence of discrimination

You do not discriminate against on the basis of, and promote equality of treatment and opportunities for all your employees irrespective of skin color, nationality, ethnicity, political opinions, social and/or family background, sex, sexual orientation, gender identity, religion or age.

You ensure that all your employees are treated humanely, with dignity, notably by tolerating no acts of discrimination or harassment, moral or sexual, and you grant access to a protective mechanism for your employees who denounce such acts.

Labor laws and working conditions

You make sure that your employee's working conditions are dignified and comply with both national and international applicable laws.

You do not resort to any form of servitude, such as forced or under threat labor, human trafficking, slavery both in the modern and traditional sense, and you make sure that such practices are absolutely excluded from your supply chain.

You do not employ children under 15 years of age, or, in countries benefiting if exceptions from Convention n°138 of the International Labour Organization (ILO), under 14 years of

age. In compliance with Convention n°182 of the ILO, you do not involve children under 18 years of age in dangerous work.

You respect the right for employees to receive fair compensation, to benefit from working hours and days off in accordance with laws and regulation of the country where you practice your activity.

You respect laws and regulations on minimum wages in each country where you practice your activity.

Unions and collective negotiation

You respect the rights of employees to join union and of collective negotiation in compliance with applicable national and international laws and regulations.

You respect collective labor agreements applicable to your activity.

HEALTH AND SAFETY

Protective equipment

You give access to, and keep available, the appropriate individual and collective protective equipment for all your employees, and give the appropriate training to ensure that all employees are aware of health and safety issues.

Training and raising awareness

You regularly provide training and awareness opportunities on health and safety, including on the subject of risks specific to your line of business and good preventive practices.

Tracking and prevention of working accidents

You track working accidents and their causes and develop strategies to minimize their frequency and severity.

Safe work environment

You maintain a safe and healthy work environment by regularly

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identifying and evaluating the risks for your employees' health and safety. You implement adequate measures to control and reduce these risks.

Employees' wellbeing

You promote physical and mental wellbeing for your employees by implementing support programs, adequately frequent breaks and ergonomic workspaces.

Compliance and audits

You comply with any and all applicable national and international regulation on health and safety matters.

ENVIRONMENT

You respect all legal and regulatory rules relating to environmental rights.

You adopt the precautionary principle: detect, identify, and assess potential environmental risks and take all appropriate measures to mitigate or eliminate them.

You minimize your impact on environment and contribute to the fight against climate change, particularly by:

- Reducing your consumption of energy and water,
- Reducing your CO2 emissions, by establishing a decarbonization strategy and carbon neutrality goals,
- Limiting your impact on biodiversity,
- Reducing your use of non-renewable resources or products harmful to the environment,
- Reducing your waste, by recycling and reusing what can be recycled or reused.

You are innovating to develop products with the lowest possible environmental impact over their entire life cycle.

You make every reasonable effort to avoid using raw materials from conflict or high-risk zones, that may contribute to violation of human rights, to corruption, to financing armed groups or to other harmful consequences of the sort.

You ensure the traceability of raw materials and have a transparency policy regarding their origin and carbon footprint

DATA PROTECTION

You are compliant with the European Regulation (EU) 2016/679

of the European Parliament and of the Council of 27 April 2016 on the protection of individuals with regard to the processing of personal data and on the free movement of such data (GDPR), and that any personal information that is disclosed to you is collected in accordance with data protection laws.

You grant an individual right of access, withdrawal, rectification of such data, a right to erasure, a right to limitation of processing, a right to data portability and a right of opposition, under the conditions provided for by the European Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of individuals with regard to the processing of personal data and on the free movement of such data (GDPR).

ANTI-CORRUPTION

You comply with all applicable anti-bribery and anti-corruption laws and regulations.

You do not to engage in any form of bribery, whether active or passive, direct or indirect, or any type of corrupt practice.

You do not, and undertakes to never, directly or indirectly, grant any offers, promises, gift, donation or payment, remuneration or benefit of any kind to any person for the purpose of, or in consideration of, an unfair advantage.

You make sure to avoid any conflict of interest that may influence professional relationship.

You comply with all regulations relating to competition, customs and export control, and you do not facilitate, directly or indirectly, any money laundering or financing of any terrorist acts.

ETHICS AND SANCTIONS

By signing the acknowledgement of receipt of Forsee Power's Suppliers Code of Conduct, you declare that neither you nor your suppliers and subcontractors are subject to any national or international sanctions that may affect the business relationship between either you and Forsee Power or Forsee Power and their customer.

You track and survey your suppliers and subcontractors on any sanctions they may be subjected to, whether by way

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of a tracking program, tool, or software able to detect such sanctions.

You undertake to notify Forsee Power within 24 hours if you become aware of such sanctions, whether it is you or any of your suppliers and/or subcontractors that are subjected to any such sanction.

GOVERNANCE

By signing the acknowledgement of receipt of Forsee Power's Suppliers Code of Conduct, you confirm to have had knowledge of it, that you adhere to the principles stated herein, and undertake to respect such principles. You grant Forsee Power access, upon prior reasonable written notice, to your premises, in order to proceed with an audit verifying the respect of such undertakings.

In case of any breach of these undertakings, Forsee Power reserves the right to take appropriate measures, such as the suspension of our business relations until the breach is remedied, or their termination if the breach is considered severe enough or irremediable.

We encourage our suppliers to commit to a sustainable and social development approach by adopting their own code of conduct and formalizing multi-year targets.

For more information on Forsee Power's sustainable development strategy, visit: <https://www.forseepower.com/sustainability/>

ECOVADIS

We encourage our suppliers to take the EcoVadis assessment. This extra-financial rating agency mainly assesses supply chain players, attesting their level of maturity regarding their commitments and actions. It rates companies on four areas: environment, social and human rights, ethics and responsible purchasing.

For more information on EcoVadis, visit: <https://ecovadis.com/>

Have you passed the EcoVadis certification?

yes

no

If yes, in which year were you certified on which scope ?
(e.g.: certification received in 2022 on 2021 data)

What score did you obtain?

Platinum - Top 1% (overall score between 75 and 100)

Gold - Top 5% (overall score between 67 and 74)

Silver - Top 25% (overall score between 56 and 66)

Bronze - Top 50% (overall score between 47 and 55)

ACKNOWLEDGEMENT OF RECEIPT OF THE FORSEE POWER SUPPLIER CODE OF CONDUCT

Please read the following text and use the space provided to enter your signature as your acknowledgement of receipt and compliance to this Supplier Code of Conduct.

Once signed, please send a copy of this acknowledgement to Forsee Power.

I hereby acknowledge receipt of a copy of the Forsee Power Supplier Code of Conduct. I understand that I am obliged to read it and comply fully with its content.

I understand that my signature below confirms that I have read, understood the preceding statements, and comply with the policy.

Company name:

Name of signatory:

Job title:

Date:

Signature: