

GCSTIMES Supplier Code of Conduct

V1.2 | Effective December 2025

Objective

GCSTIMES is committed to establishing a sustainable supply chain, ensuring that suppliers adhere to responsible business practices in their operations. This Supplier Code of Conduct (hereinafter referred to as the "Code") outlines the fundamental requirements that all suppliers must comply with, including human rights, environmental protection, and business ethics. We expect all suppliers to strictly abide by this Code and to encourage their supply chain partners to follow these principles as well.

We will continuously review this Code and reserve the right to add or modify requirements at any time.

Scope

This Code applies to all upstream and downstream suppliers that maintain an active business relationship with GCSTIMES, including but not limited to raw material suppliers, component manufacturers, logistics partners, and other related service providers. This Code serves as a key evaluation criterion in GCSTIMES supply chain management. Suppliers must confirm their commitment to compliance and implementation of this Code to promote sustainable supply chain development.

Policies

1. Human Rights and Labor Standards

1.1 Prohibition of Forced Labor and Child Labor

Suppliers must not engage in any form of forced labor, human trafficking, or slavery. All employees must be employed with full knowledge and consent.

Suppliers must not employ individuals under the legal working age and must comply with all applicable child labor laws.

1.2 Working Conditions and Occupational Health & Safety

Suppliers must provide employees with a safe and healthy work environment in compliance with all relevant health and safety laws and regulations. This includes ensuring appropriate protective measures, emergency response plans, and workplace injury insurance.

1.3 Fair Employment, Wages, and Benefits

Suppliers must ensure that wages, working hours, and benefits meet at least the minimum legal requirements of the respective jurisdiction. Employees must not be forced to work overtime, and any overtime must be voluntary and fairly compensated.

1.4 Anti-Discrimination and Employee Rights

Suppliers must foster a fair and inclusive workplace and must not discriminate based on race, gender, religion, age, disability, marital status, or any other unlawful

basis. They must respect employees' rights to freedom of expression, association, and collective bargaining.

2. Environmental Protection

2.1 Compliance with Environmental Regulations

Suppliers must comply with all applicable environmental laws and industry standards, ensuring the effective operation of environmental management systems to minimize their impact on the environment.

2.2 Resource Conservation and Pollution Prevention

Suppliers must take measures to reduce energy and water consumption, minimize waste emissions, and adopt environmentally friendly technologies or renewable resources. Proper management of wastewater, air emissions, and solid waste is required to prevent pollution.

2.3 Climate Action

Suppliers are encouraged to set greenhouse gas reduction targets and disclose carbon emission-related data.

2.4 Green Products and Sustainable Development

Suppliers are encouraged to use environmentally friendly materials, promote the development of green products, and optimize production processes to achieve low-carbon emissions, energy efficiency, and waste reduction.

3. Business Ethics and Compliance

3.1 Legal Compliance

Suppliers must comply with all applicable laws and regulations in their respective countries/regions and hold all necessary licenses, as well as adhere to all relevant international laws and regulations.

3.2 Anti-Corruption and Anti-Bribery

Suppliers must not directly or indirectly offer, solicit, or accept any form of bribery, kickbacks, or improper benefits, and must strictly comply with all anti-corruption laws.

3.3 Intellectual Property and Information Protection

Suppliers must respect and protect confidential information and intellectual property rights. They must not copy, use, or disclose the confidential information of customers or third parties without authorization.

3.4 Fair Competition and Compliance

Suppliers must comply with all applicable antitrust and fair competition laws and must not engage in price manipulation, market allocation, or other anti-competitive behavior.

4. Social Responsibility and Sustainable Supply Chain

4.1 Green Supply Chain Management

Suppliers must ensure that their supply chain partners comply with this Code and actively promote responsible and sustainable procurement policies.

4.2 Community Engagement and Public Welfare

Suppliers should actively support local community development, participate in public welfare projects, and create a positive social impact.

Processes and Information Requirements

GCSTIMES will conduct periodic compliance reviews of suppliers and, where necessary, require disclosures to assess the impact across our operations and value chain. Suppliers may be required to provide relevant supporting documents, such as corporate social responsibility reports and environmental compliance certificates.

If a supplier is found to be in violation of this Code, GCSTIMES reserves the right to request immediate corrective action. If the supplier fails to make improvements within the stipulated timeframe, we reserve the right to suspend or terminate the business relationship.