

In TMETAL, we believe that ethical and responsible behavior is key to ensuring strong business relationships. TMETAL has established this Code of Conduct for Suppliers (hereinafter referred to as "the Code") to outline the conduct we expect globally from our suppliers in the areas of human rights, working conditions, environmental protection, health, safety, and integrity.

TMETAL is committed to these principles and expects the same from our suppliers, vendors, contractors, and other providers of goods or services who collaborate with our company. By accepting this Code, the supplier commits to:

Compliance with Laws

Comply with the laws and regulations of the relevant jurisdictions.

Human Rights and Working Conditions

Ensure compliance with all internationally proclaimed human rights, refrain from infringing human rights, or being complicit in human rights abuses.

- **Prohibition of all forms of forced or compulsory labor/modern slavery:** Uphold and enforce fundamental human rights and refrain from using forced, involuntary, or slave labor.
- **Prohibition of child labor:** Comply with the minimum age limit for employment set by national laws and adhere to the relevant International Labour Organization (ILO) standards.
- **Provide a workplace free from discrimination, harassment, or any other form of abuse:** Do not discriminate based on ethnicity, nationality, gender, cultural background, race, age, physical or mental disability, religion, or sexual orientation.
- **Respect employees' rights to freedom of association and collective bargaining in accordance with local laws:** Respect employees' rights to join/not join trade unions or workers' associations.
- **Fair treatment of employees, including compensation, working hours, and benefits:** Comply with all applicable legal and regulatory requirements and implement proper employee relations practices.
- **Employees' life, health, and safety:** Act in accordance with applicable legal and international standards concerning safety and health at work and ensure safe working conditions and well-being of employees. Provide training and instruction on health and safety matters. Implement an appropriate safety and health management system.

Environmental Protection and Climate, Natural Resource Conservation

- Act in accordance with applicable legal norms and international standards related to the environment. Minimize environmental pollution and continually improve environmental protection.
- Establish and use an appropriate environmental management system.
- Avoid causing harmful changes to land, water pollution, air pollution, harmful noise emissions, or excessive water consumption that significantly affect basic human needs or damage human health.
- Reduce waste and ensure proper waste processing and disposal.

Fair Business Practices

- **Combat corruption and bribery:** Do not tolerate any form of corruption or bribery, do not directly or indirectly participate in it. Do not offer or promise anything in return to any government official or commercial counterpart to influence official proceedings or gain any unfair advantage. This also includes refraining from providing or accepting unacceptable payments for expediting procedures or processes.
- **Fair competition, antitrust law, and intellectual property rights:** Act in accordance with national and international competition laws and avoid engaging in price fixing, market sharing, market allocation, or bid rigging. Respect the intellectual property rights of others.
- **Conflict of interest:** Internally and towards TMETAL, avoid any conflicts of interest that could influence business relationships, and avoid even the appearance of such a conflict of interest.
- **Money laundering, terrorist financing:** Do not support directly or indirectly money laundering or terrorist financing.
- **Data protection and cybersecurity:** Process personal data confidentially and responsibly, respect everyone's privacy, and ensure that personal data is effectively protected and used only for legitimate purposes. Commit to implementing an appropriate cybersecurity management framework based on industry best practices to ensure the confidentiality, authenticity, integrity, and availability of data, processes, products, systems, and services.
- **Foreign trade regulations:** Comply with applicable export, import, customs, and foreign trade regulations.

Responsible Sourcing of Mineral Resources

- Take appropriate steps to ensure that our products do not use raw materials from conflict-affected areas or high-risk areas that contribute to human rights violations, corruption, financing of armed groups, or similar negative impacts.

Complaints Mechanism

- Provide employees with access to a secure process to report potential violations of this Code.
- Ensure protection for individuals who report violations of this Code.

Supply Chain

- Take appropriate measures to ensure that its suppliers adhere to the basic principles of this Code and verify this adherence.
- In selecting and negotiating with suppliers, adhere to non-discrimination principles.