

CELLCUBE CODE OF CONDUCT

**for Vendors, Suppliers
and Business Partners**

1 Foreword

Sustainability, reliability, versatility, and enthusiasm are the core values that define the CellCube brand. These values form the foundation for our business success, which, for CellCube, is inherently tied to corporate responsibility - towards our employees, business partners, society, and the environment.

At CellCube, compliance with applicable laws and responsible business conduct are fundamental principles. These commitments build trust among our employees, customers, vendors, suppliers, and society.

We are committed to fostering long-term relationships and partnerships. By engaging and empowering all stakeholders, we aim to create a community that drives progress and operates responsibly at all times. We expect our vendors, suppliers, and business partners to uphold the principles of this Code of Conduct and to conduct their activities in full compliance with applicable laws.

2 Expectations

This Code of Conduct establishes clear standards to ensure ethical, responsible, and sustainable business practices throughout our supply chain. It aims to create working conditions where all individuals are treated with respect and dignity while ensuring that business operations are conducted in an environmentally and ethically responsible manner.

We expect all vendors, suppliers, and business partners to fully comply with these guidelines. They must also be familiar with their subcontractors' operations to ensure alignment with the principles set forth in this Code. Vendors and suppliers can trust that CellCube upholds these values consistently and without exception.

Non-compliance with this Code may result in the suspension or termination of the business relationship with CellCube. However, in the event of a violation, CellCube will not immediately terminate the business relationship if corrective measures are promptly implemented within a reasonable timeframe. If violations persist or no meaningful improvements are observed, CellCube reserves the right to discontinue the partnership.

2.1 Social Responsibility

Vendors and suppliers agree to respect human rights in accordance with the United Nations Charter, the European Convention on Human Rights, and the core labor standards of the International Labor Organization (ILO), including those concerning fair wages and working conditions.

For certain regions and suppliers, compliance with additional security and supply chain standards—such as ISPS, ISO 28000, C-TPAT, BASC, and OEA—is required.

Labor Practices

The use of child labor or forced labor is strictly prohibited at any stage of the manufacturing process. A "child" is defined as any person under the age of 15, or the country's minimum employment age, or the age of compulsory schooling - whichever is highest. Vendors and suppliers must implement appropriate mechanisms to verify the age of their workforce.

Approved workplace training programs that comply with all applicable laws and regulations are encouraged. Workers under 18 years of age must not perform hazardous work that could jeopardize their health or safety, including night shifts and overtime. If child or forced labor is identified - whether at a vendor, supplier, or upstream supplier - immediate reporting to CellCube is required.

Employee Welfare

Vendors and suppliers must comply, at a minimum, with their respective national standards for a safe and healthy working environment. Employees are entitled to:

- At least the legal minimum wage and appropriate overtime compensation.
- Fair working hours that do not excessively exceed legal limits.
- The right to fair wage negotiations and to organize themselves professionally, without employer interference.

Health and Safety at Work

Safety and security are CellCube's top priorities. Operations must be conducted safely for employees, contractors, vendors, suppliers, and the communities in which we operate. Any CellCube employee who identifies an unsafe condition that could cause harm is authorized to stop or correct the action, including shutting down equipment or machinery if necessary.

Suppliers are expected to:

- Maintain a safe work environment, preventing accidents and minimizing health risks.
- Fully comply with OSHA standards (or equivalent regulations) in all operating countries.

Non-Discrimination

Discrimination in any form is unacceptable. The principle of non-discrimination ensures equal treatment of individuals regardless of:

- Gender, race, ethnicity, social origin, genetic traits, language, religion, political views, disability, age, sexual orientation, or any other personal characteristic.
- Membership in a national minority, financial status, or place of birth.

Human Treatment

The inhumane or degrading treatment of employees is strictly prohibited. This includes, but is not limited to sexual harassment or abuse, physical punishment or coercion, mental or verbal abuse, threats of such treatment.

2.2 Responsibility Towards the Environment

CellCube recognizes that environmental responsibility is a fundamental aspect of producing sustainable, world-class products. We continuously seek to improve our environmental performance and do not rest on past achievements. We expect the same commitment from our vendors, suppliers, and business partners.

Environmental Protection

CellCube, along with its vendors and suppliers, is committed to complying with all applicable environmental laws and regulations in each country of operation and avoiding intentional environmental harm. To achieve this, CellCube actively promotes environmental awareness among employees, contractors, and suppliers by providing education and learning opportunities.

We strive to minimize the consumption of natural resources through responsible procurement and operational conservation efforts. Vendors, suppliers, and business partners are encouraged to adopt the same approach to sustainability.

Pollution Prevention and Resource Conservation

Vendors and suppliers must make every effort to reduce or prevent pollution of water, soil, and air through innovative and sustainable production, maintenance, and manufacturing practices. Additionally, all processes should consider the conservation and sustainable use of natural resources, including fossil fuels, water, ores and minerals. Sustainable practices such as resource

conservation, recycling, reuse, or replacement with environmentally friendly materials are highly encouraged.

Hazardous Materials Management

All chemicals and hazardous materials that could pose environmental risks must be properly identified and handled with the highest safety standards. This includes safe handling, transport, and storage, responsible use and recycling, environmentally sound disposal practices. Suppliers must ensure that their hazardous materials management complies with all relevant safety and environmental regulations.

2.3 Ethical Conduct and Anti-Corruption

Vendors, suppliers and business partners must adhere to the highest ethical standards in their dealings with employees, customers, and stakeholders.

Commitment to Anti-Corruption

Any form of corruption, extortion, or embezzlement is strictly prohibited and may result in the termination of any supply agreement with CellCube. This includes the promise, offer, authorization, provision, or acceptance of pecuniary benefits, whether directly or indirectly through a third party, for the purpose of securing business, obtaining an undue advantage, or influencing decision-making. Prohibited benefits include, but are not limited to, commissions, gifts, gratuities, entertainment, transportation, and accommodation. However, small gifts of nominal value, which align with customary cultural and social norms, are exempt from this provision.

Vendors, suppliers, and business partners must also cooperate on security matters by detecting and reporting illegal activities that could compromise business integrity. This includes, but is not limited to cargo theft, information theft, corrupt practices, smuggling, bribery, damage to reputation, terrorism, and any other criminal activity relevant to the supply relationship with CellCube.

Disclosure of Information

Vendors, suppliers, and business partners must disclose, upon request, information regarding compliance with this Code of Conduct within an agreed timeframe. Falsification of records and misrepresentation of conditions or practices within the supply chain are strictly prohibited.

Upon request, vendors and suppliers must disclose the sources of critical raw materials used in their products.

Protection of Intellectual Property

Intellectual property rights must be respected. Technology and knowledge transfers must be conducted in a way that protects intellectual property rights and confidential customer information. CellCube employees are prohibited from engaging in commercial relationships with vendors, suppliers, or business partners who lack proper authorization to use or market patented, trademarked, or copyrighted products or services, fail to comply with intellectual and industrial property rights or royalty obligations, engage in counterfeit product distribution.

Protection of Identity and Prohibition of Retaliation

Vendors, suppliers, and business partners must implement programs to protect the confidentiality of employees and whistleblowers who report violations of this Code of Conduct. R

Retaliation against employees who report in good faith or refuse to comply with unethical orders is strictly prohibited. Suppliers must establish an anonymous whistleblower mechanism to allow employees to report workplace abuses and ethical violations without fear of reprisal.

Security Cooperation

CellCube and its vendors, suppliers, and business partners must actively cooperate on security matters, including:

- Detecting and reporting illegal activities such as theft, smuggling, bribery, and corruption.
- Preventing actions that may harm the company's reputation or supply chain security.
- Complying with security standards and risk mitigation measures established by CellCube.

Conflict of Interest

CellCube employees are prohibited from acting as vendors or providing services to CellCube. Employees who own personal businesses must not supply CellCube with products or services.

All employees, contractors, vendors, suppliers, and business partners must act with honesty and integrity, prioritizing CellCube's best interests.

A conflict of interest arises when a CellCube employee is in a position to derive personal benefit from business decisions made in their professional role. This also extends to family members of employees.

Responsible Sourcing of Minerals

Vendors, suppliers, and business partners must have policies in place to ensure that minerals used in their products do not originate from conflict or high-risk areas. Conflict minerals include tantalum, tin, tungsten, and gold. These materials must not be sourced in a way that directly or indirectly finances armed groups or contribute to human rights violations - particularly in the Democratic Republic of Congo and its neighboring countries. Suppliers must:

- Conduct due diligence on their mineral supply chains.
- Provide CellCube with documentation of their due diligence measures based on the Responsible Minerals Initiative (RMI) or equivalent standards, upon request.
- Fully support CellCube's commitment to maintaining a conflict-free supply chain.

Community Involvement

Vendors, suppliers, and business partners are encouraged to engage with local communities to promote social and economic development in the regions where they operate.

Data Protection

All business partners must ensure the privacy and confidentiality of personal data related to customers, consumers, and employees. They must comply with all applicable data protection and information security laws in all business processes, including collection, storage, processing, transmission, and sharing of personal data. Failure to comply with data protection regulations may lead to legal consequences and termination of the business relationship with CellCube.

3 Monitoring

CellCube reserves the right to inspect and audit vendors, suppliers, and business partners to ensure compliance with this Code of Conduct. These inspections may be conducted by CellCube employees, authorized representatives of CellCube or independent third-party organizations. Inspections will take place during normal business hours and by prior arrangement.

If subcontracting is permitted under the cooperation with CellCube, the subcontractors must also implement and adhere to all regulations outlined in this Code of Conduct. It is the responsibility of vendors, suppliers, and business partners to ensure that their subcontractors comply with this Code of Conduct, and monitor and enforce adherence to these ethical and operational standards. Failure to comply may lead to corrective action, suspension, or termination of the business relationship with CellCube.

4 Declaration

As a vendor, supplier or business partner, _____ [*insert Company Name*] hereby declares its commitment to implementing and supporting processes that enhance supply chain resilience and security, and exchanging information related to personal references, illicit cargo, personnel with potential suspicious profiles.

We acknowledge and accept CellCube 's security procedures, which include, but are not limited to: Verification of Personal Data, Recognition Visits, Modern Slavery and Human Trafficking Policy, Anti-Bribery and Corruption Policy, Code of Ethics, Money Laundering and Terrorism Financing Policy.

As part of our business and supply partnership with CellCube, we commit to providing all applicable information during the registration process, to encouraging and supporting continuous improvements of security processes, and to aligning with international security standards applicable to the CellCube logistics chain.

Title

Name

Position

Place, Date

Signature Supplier / Vendor