

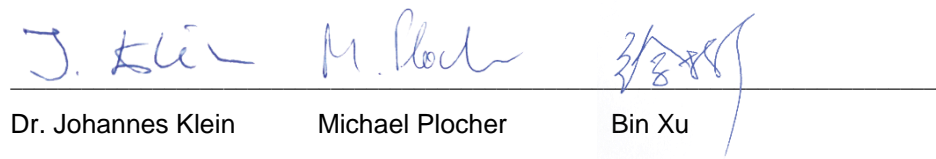
JoysonQuin's declaration of rights and social principles

Preamble

Through this declaration, JoysonQuin documents fundamental rights and principles. They form part of JoysonQuin's corporate policy self-image and are based on the relevant international conventions. JoysonQuin is convinced that social responsibility is an important factor for the long-term success of the company; this also applies to business partners, customers and employees. As a responsible, internationally operating company, JoysonQuin strives to ensure a balance between economic success and social responsibility towards its employees. A particular expression of social responsibility is the effort to secure and develop employment. The prerequisite for fulfilling this responsibility is that JoysonQuin is economically and technologically competitive and remains so in the long term. The perception of social responsibility is also an indispensable component of value-oriented corporate management. JoysonQuin and its employees face jointly the challenges of globalization. Together, the opportunity for the company and employment success as well as for competitiveness shall be used and possible risks shall be limited. The achievement of the following goals is carried out in consideration the laws and customs existing in the various countries and locations.

Approval by the management

29.04.2024



Dr. Johannes Klein Michael Plocher Bin Xu

Confidentiality: This document is classified as internal and external

Social Rights Policy

Content

JoysonQuin's declaration of rights and social principles	1
1. Basic objectives	3
1.1 Employee rights	3
1.2 Environmental protection	4
1.3 Transparent business relationships	4
1.4 Market behavior	4
2. Implementation	5
2.1 Communication	5
2.2 Monitoring	5
2.3 Third-party claims	5
3. Subcontractors, Suppliers and Customers	5

1. Basic objectives

1.1 Employee rights

Human Rights

JoysonQuin respects and supports the observance of internationally recognized human rights.

Right of association and freedom of association

JoysonQuin grants its employees the right to freedom of association, to join trade unions, to use employee representatives, to join and form works councils and to engage in collective bargaining. This means that employees who act as employee representatives must not be disadvantaged. National legal regulations and existing agreements must be observed in the development of this human right, as long as they do not contradict ILO Conventions No. 87 and No. 98. The right to freedom of association is also granted in the states.

No discrimination

Equal opportunities and treatment are guaranteed, regardless of ethnic origin, skin color, gender, religion, nationality, sexual orientation, social origin or political opinions, as long as it is based on democratic principles and tolerance towards those with different opinions (ILO Conventions No. 100 and No. 111).

Employees are generally selected, hired and promoted on the basis of their qualifications and skills, unless national legislation expressly prescribes other criteria.

Physical abuse, threats of physical abuse, unusual punishments or disciplinary measures, sexual and other harassment and intimidation by the employer are strictly prohibited.

We see diversity, equality and inclusion not only as morally right, but also as critical to our growth and success. Recruiting, hiring, promoting or firing employees ethically is a top priority for us.

Free choice of employment

JoysonQuin rejects any conscious use of forced or compulsory labor, including slave or involuntary prison labor (ILO Conventions No. 29 and No. 105).

Prohibition of child labor

Child labor is prohibited. The minimum age for admission to employment in accordance with the respective national regulations is observed (ILO Convention No. 138). The safety, health and morals of children must not be compromised. Their dignity must be respected (ILO Convention No. 182).

Social responsibility

JoysonQuin takes social responsibility and is committed to internationally recognized human rights and compliance with social standards. JoysonQuin does not tolerate human rights abuses and modern slavery, including human trafficking, forced labor and child labor, either in our own operations or in our supply chains. JoysonQuin is committed to empowering employees to perform their jobs efficiently and successfully and to face new challenges with motivation and confidence. For this reason, employees are offered a wide range of entry and promotion opportunities as part of personnel development.

JoysonQuin offers employees returning from parental leave flexible working models that are individually adapted to their respective life situations.

Remuneration

The remuneration and (social) benefits paid or provided for a normal working week correspond at least to the respective national legal minimum standards, whereby the principle of "equal pay for equal work" applies. All employees receive written and understandable information in their own language about their wages before starting work and a written breakdown of their wages when they are paid (ILO Convention No. 131).

Working hours

Working hours and non-working time are determined in accordance with the applicable laws and regulations and the statutory rest periods are observed. Overtime, night work or work on Sundays may only be performed to the extent permitted by law. Overtime and extra-hours are handled in accordance with the provisions of the employment contract. The Youth Employment Protection Act is particularly respected and complied with in the case of young employees.

Working hours and paid leave are at least in accordance with the respective national legal requirements (ILO Conventions No. 14 and No. 131).

Occupational health and safety

JoysonQuin complies with at least the respective national standards for a safe and hygienic working environment and will take appropriate measures to ensure health and safety in the workplace in order to guarantee healthy working conditions. We pay particular attention to a good work-life balance for young employees.

Qualification

JoysonQuin supports the qualification of employees to enable a high level of performance and high-quality work.

1.2 Environmental protection

JoysonQuin is committed to complying with the applicable international, European and national legal provisions and regulations on environmental protection in this area, always striving to improve safety, health and environmental protection and the protection of natural resources and to minimize the impact of the company's activities on the environment.

JoysonQuin remains committed to the responsible use of natural and energy resources (water, raw materials, gas and electricity, fuels, etc.).

JoysonQuin's production sites are certified accordingly (ISO 14001).

1.3 Transparent business relationships

Fight against corruption

JoysonQuin supports national and international efforts to combat bribery and to avoid influencing or distorting competition.

Furthermore, JoysonQuin rejects any corrupt and company-damaging behavior. This includes giving, offering or accepting bribes, kickbacks, improper donations or other payments or benefits to customers, public officials or other third parties.

JoysonQuin and its business partners make their decisions solely on the basis of objective criteria and do not allow themselves to be influenced by personal interests and relationships.

1.4 Market behavior

Money Laundering

JoysonQuin undertakes not to violate the applicable legal provisions against money laundering.

Import and Export Controls

JoysonQuin complies with the respective valid and applicable laws when importing/exporting goods and services.

Free competition

JoysonQuin complies with all applicable competition and antitrust laws. JoysonQuin rejects anti-competitive agreements with competitors, suppliers, customers or other third parties.

Due diligence to promote responsible supply chains for minerals from conflict and high security areas.

JoysonQuin is committed to avoiding any materials sourced from conflict-affected smelters. Materials are classified as conflict minerals if their extraction, transportation, trade, handling or processing, or export directly or indirectly supports non-state armed groups.

2. Implementation

2.1 Communication

These principles are binding for JoysonQuin worldwide. JoysonQuin will require its managers in the respective countries to comply with this statement. These principles will be made available to all employees in an appropriate form.

2.2 Monitoring

Compliance with this declaration will be monitored annually as part of internal audits.

2.3 Third-party claims

No claims of any kind may be asserted by third parties on the basis of this declaration.

3. Subcontractors, Suppliers and Customers

JoysonQuin expects its business partners to consider this declaration in their own company policy and to recognize and implement the standards and recommendations listed above.

JoysonQuin will request compliance with the social rights and principles listed above from its business partners via a supplier self-disclosure and include them in the evaluation during potential analyses and audits.

JoysonQuin considers the compliance with the above listed social rights and principles as essential for the respective contractual relationship with customers and suppliers. If a JoysonQuin business partner fails to comply with these requirements, JoysonQuin reserves the right to terminate the business relationship with this business partner by way of extraordinary termination.

It is up to JoysonQuin to refrain from such termination and instead take alternative measures, if the business partner provides credible assurance and can prove that it has taken immediate steps to prevent future violations of these requirements.

Document history

Change history

Type of change	Editor / Title	Revisions- Nr.	Date
Document creation	Nina Ramsayer/ Patrick Roßwag	V00	25.03.2024
Changes	Nina Ramsayer	V01	16.04.2024
Revision for final release	Nina Ramsayer/ Johannes Klein	V01	19.04.2024
2nd Revision for final release	Aline Sousa	V01	29.04.2024