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明阳智慧能源集团股份有限公司管理制度

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明阳智能可持续发展行为准则 Mingyang Smart Energy Sustainability Development Code of Conduct

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序号	会审人	会审部门	职位	签名	日期
1	刘建军	集团职能管理层	副总裁、首席风控官	刘建军	2025-04-28
2	王成奎	董事会办公室	副总裁、董事会秘书	王成奎	2025-04-27
3	文宏	战略发展与产业孵化中心	CEO助理、战略发展与产业孵化中心总经理	文宏	2025-04-29
4	江晓茹	人力资源中心	人力资源中心副总经理、中国业务人力资源总监	江晓茹	2025-04-27
5	杨永跃	纪检监察部	纪检监察部总监	杨永跃	2025-04-29
6	姜建宏	国际营销商务中心	总裁助理、国际营销商务中心总经理	姜建宏	2025-04-28
7	张慧杰	国际业务法务部	国际业务法务总监	张慧杰	2025-04-27

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目 录 Content

明阳智能可持续发展行为总则	4
可持续发展承诺	5
第一章 总则	7
第二章 具体内容	9
第三章 附则	43

明阳智能可持续发展行为总则

Mingyang Smart Energy Sustainable Development Behavior General Principles

在全球“双碳”进程加速和“净零机制”效应叠加下，明阳智慧能源集团股份有限公司始终坚守“创新清洁能源，造福人类社会”的初心使命，与全球合作伙伴携手构建可持续价值链，打造绿色新质生产力，积极履行社会责任，完善公司治理体系，全面推动公司的可持续发展。

With the accelerated global "Carbon Peaking and Carbon Neutrality" process and the compounding effect of the "net-zero mechanism", Mingyang Smart Energy Group Limited remains committed to its core mission of "innovating clean energy for all." It works with global partners to build a sustainable value chain, create new green quality productive forces, actively fulfill social responsibilities, improve the company governance system, and comprehensively promote the company sustainable development.

本行为准则是明阳智慧能源集团股份有限公司实施可持续发展的纲领性、基础性、强制性文件，是公司管理者和全体员工在生产经营活动中必须遵循的准则。

This code of conduct is a programmatic, basic and mandatory document for the implementation of sustainable development of Mingyang Smart Energy Group Limited, and a guideline that must be followed by the company's managers and all employees in the production and operation activities.

明阳智慧能源集团股份有限公司应依据本行为准则的要求，进一步完善和改进公司可持续发展水平，不断追求卓越的可持续发展绩效。

Mingyang Smart Energy Group Limited shall further refine and improve the level of sustainable development of the company in accordance with the requirements of this code of conduct, and continuously pursue excellence in sustainable development performance.

可持续发展承诺

Sustainable Development Commitment

明阳智慧能源集团股份有限公司承诺：

Mingyang Smart Energy Group Limited is committed:

◆在任何地方，遵守所在国家和地区法律法规，尊重当地风俗习惯，维护公民权利，所在业务领域对可持续发展的态度始终如一。

Comply with the laws and regulations of the countries and regions in which we operate, respect local customs and habits, and protect the rights of citizens wherever we operate, and maintain a consistent approach to sustainable development in our business areas.

◆积极响应国家碳中和战略，减缓并应对气候变化，实施绿色洁净发展，保护环境，向社会提供清洁、绿色、优质的产品和服务。

Actively responding to the national carbon neutral strategy, mitigating and responding to climate change, implementing green and clean development, protecting the environment, and providing clean, green, and high-quality products and services to the society.

◆注重员工健康和 safety，尊重劳工实践，保护员工权益，积极履行社会责任，营造健康、安全、舒适、温暖、和谐的工作氛围。

Focusing on employee health and safety, respecting labor practices, protecting employee rights and interests, actively fulfilling social responsibilities, and creating a healthy, safe, comfortable, warm and harmonious working atmosphere.

◆持续完善公司治理体系，加强信息合规披露和投资者关系管理，诚



MINGYANG

明阳智慧能源集团股份有限公司

MINGYANG SMART ENERGY GROUP LIMITED

信经营，公平营销，恪守商业道德，提升风险管控能力。

Continuously improve the corporate governance system, strengthen information compliance disclosure and investor relationship management, operate in good faith, market fairly, abide by business ethics, and enhance risk management and control capabilities.

◆定期向社会公布可持续发展绩效，关注投资者、客户、承包商等利益相关方需求，主动接受社会各界监督，实现持续改进。

Regularly announce its sustainable development performance to the society, pay attention to the needs of investors, customers, contractors and other stakeholders, and take the initiative to accept the supervision of all sectors of the society to realize continuous improvement.

明阳智能可持续发展行为准则

Mingyang Smart Energy Sustainability Development Code of Conduct

第一章 总则

第一条 目的 Purpose

明阳智慧能源集团股份公司及其子公司（以下简称“明阳智能”）始终坚守“创新清洁能源，造福人类社会”的初心使命，并体现在明阳智能可持续发展行为准则中。本行为准则期望所有明阳智能管理者和全体员工共同遵守优良的工作标准和商业道德，践行本行为准则提出的各项要求，并且以负责任、合乎道德、尊重人权和保护生态环境的方式开展业务。通过推行本行为准则，明阳智能能够优化与员工、合作伙伴以及利益相关方关系，规范内部管理流程，全面推动公司的可持续发展。

Mingyang Smart Energy Group Limited and its affiliate companies (hereinafter referred to as “Mingyang Smart Energy”) are committed to the highest standards of "innovating clean energy for all" as reflected in the Mingyang Smart Energy Sustainability Development Code of Conduct. This code of conduct expects all Mingyang Smart Energy managers and employees adhere to good work standards and business ethics, to fulfil the requirements set forth in this code of conduct, and conduct business in a responsible and ethical manner that respects human rights and protects the ecological environment. By implementing this code of conduct, Mingyang Smart Energy is able to optimize

its relationships with employees, partners and stakeholders, standardize its internal management processes, and promote the company's sustainable development

第二条 适用范围 Scope

本行为准则适用于明阳智慧能源集团股份有限公司。

This code of conduct applies to Mingyang Smart Energy Group Limited.

明阳智能定期针对本行为准则的要求制定有效的管理行动和改善方案，公开披露在环境保护、社会责任和公司治理方面的表现和措施，并能持续改进。

Mingyang Smart Energy regularly formulates effective management actions and improvement programs in response to the requirements of code of conduct, and publicly discloses performance and measures in environmental protection, social responsibility and corporate governance, and is capable of continuous improvement.

第三条 术语和定义 Terms and definitions

本行为准则所称的“环境保护、社会责任和公司治理”(简称“ESG”)，是指明阳智能结合企业治理的相关原则，对各利益相关方所承担的环境(包括但不限于气候变化相关事宜)、社会及治理三个层面的责任。

The term “Environmental Protection, Social Responsibility and Corporate Governance” (ESG) in this code of conduct refers to the three levels of environmental (including, but not limited climate change), social and governance responsibilities that Mingyang Smart Energy undertakes towards stakeholders, taking into account the relevant principles of corporate governance.

本行为准则所称的利益相关方，是指深受明阳智能业务活动、产品及服务影响及/或其行动预期会影响到明阳智能成功推行决策和达成目标的组织或个人，包括但不限于股东及投资者、客户、员工、供应商、政府、监管机构、社区。

Stakeholders, as referred to in this code of conduct, are organizations or individuals, including, but not limited to, shareholders and investors, customers, employees, suppliers, governments, regulators, and communities, who are deeply affected by Mingyang Smart Energy business activities, products, and services, and/or whose actions are expected to affect Mingyang Smart Energy success in implementing its decisions and achieving its goals.

本行为准则提及的明阳智能员工包括所有与明阳智能有书面合同的，或有实质劳务关系的临时工、实习生、学徒、合同工、直接雇员和任何其他类型的员工。

Employees of Mingyang Smart Energy mentioned in the code of conduct include all temporary, interns, apprentices, contract, direct employees and any other types of employees who have signed written contracts or have substantive labor relation with Mingyang Smart Energy.

本行为准则主要由 3 个部分组成。第一节、第二节、第三节分别概述了环境和气候变化、社会责任、公司治理的标准。

The code of conduct is made up of main three sections. Sections 1, 2, 3 summarize standards for environment and climate change, social responsibility, and corporate governance, respectively.

第二章 具体内容

第一节 环境与气候变化 Environment & climate change

明阳智能与全球伙伴合作，将生态环境保护融入公司发展战略和公司治理体系，根据自身生产经营特点、生态环境管理要求、受影响公众的一致诉求等实际情况，落实环境管理制度，采取有效措施保护生态环境。此外，为积极应对全球气候变化，明阳智能主动披露集团层面碳排放，优化

能源结构，推进“碳达峰”“碳中和”进程。

Mingyang Smart Energy collaborates with global partners, integrates eco-environmental protection into the company's development strategy and corporate governance system, implements an environmental management system and takes effective measures to protect the eco-environment in accordance with its own production and operation characteristics, eco-environmental management requirements, and the concerted demands of the affected public. In addition, in order to actively respond to global climate change, Mingyang Smart Energy proactively disclosed carbon emissions at the group level, optimized energy structure, and promoted the process of “carbon peak” and “carbon neutrality”.

具体要求如下：

The specific requirements are as follows:

第一条 环境方针与政策 Environmental guidelines and policies

应建立完善的环境管理方针或政策，该方针或政策应包括环境合规、废物管理、化学品管控、能源管理、应对气候变化等内容。

A sound environmental management guidelines and policies should be established, which should include environmental compliance, waste management, chemical control, energy management, and response to climate change.

第二条 环境许可与报告 Environmental permits and reporting

应取得、维护并更新所有必需的环境许可证（如排放监控）、批准文书和认证证书等，并遵守其操作和报告要求。

Obtain, maintain and update all required environmental permits (such as emission monitoring), approvals, and certifications, etc., and comply with operational and reporting requirements.

第三条 预防污染和节约资源 Pollution prevention and resource reduction

应从源头或通过增加污染控制设备，改进生产等做法，最大限度地减少或消除污染物的排放、释放以及废弃物的产生。

Minimizing or eliminating emissions, releases of pollutants and the generation of waste at source or through practices such as increased pollution control equipment and improved production.

第四条 清洁生产 Cleaner production

应建立清洁生产长效机制，落实各级清洁生产责任，将清洁生产纳入规划、计划、建设、生产和经营等全过程，并按要求持续开展清洁生产审核。设置节能、降耗、节水目标，积极实施资源能源利用效率提升措施，推进污染物和温室气体协同减排。最大限度减少产品生命周期末期对环境的影响，包括危险废弃物、非危险废弃物、排放物及微塑料污染等。

Establish a long-term mechanism for cleaner production, implement cleaner production responsibilities at all levels, incorporate cleaner production into the whole process of planning, planning, construction, production and operation, and continue to carry out cleaner production audits as required. Setting energy-saving, consumption-reducing and water-saving targets, actively implementing measures to improve the efficiency of resource and energy utilization, and promoting the synergistic reduction of pollutants and greenhouse gases. Minimize environmental impacts at the end of the product life cycle, including hazardous waste, non-hazardous waste, emissions and microplastic pollution.

第五条 有害物质 Hazardous substances

应识别、标记和管理对人类或环境构成危害的化学品、废弃物及其他材料，确保其得到安全处理、移动、储存、使用、回收或再利用和处置。应跟踪和记录有害废弃物数据。

Chemicals, waste, and other materials posing a hazard to humans or the environment shall be identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal. Hazardous

waste data shall be tracked and documented.

第六条 废水与固体废物 Wastewater and solid waste

应采取系统化的方法鉴别、管理、减少和负责任地处置或回收固体废物（非有害物质）。作业活动、工业流程和卫生设施产生的废水在排放或处置前，需按要求进行废水性质的识别、监测、控制和处理。

Systematic approach to identifying, managing, reducing and responsibly disposing of or recycling solid waste (non-hazardous substances). Wastewater generated from operational activities, industrial processes and sanitation facilities needs to be identified, monitored, controlled and treated for the nature of the wastewater as required before discharge or disposal.

第七条 废气排放 Exhaust emissions

应优选环保型原（辅）材料，采用先进技术强化过程管理，减少废气及污染物排放量。对有组织源废气选择合适的治理工艺，建设废气处理设施，开展废气污染防治。

Prefer environmentally friendly raw (auxiliary) materials, the use of advanced technology to strengthen process management, reduce emissions of waste gas and pollutants. Select appropriate treatment process for organized source exhaust gas, construct exhaust gas treatment facilities, and carry out exhaust gas pollution prevention and control.

第八条 限用物质 Material restrictions

应遵守所有关于禁止或限制在产品 and 制造过程中使用特定物质（包括有关回收和处置的标识）的适用法律法规和客户要求。

Comply with all applicable laws and regulations and customer requirements regarding the prohibition or restriction of the use of specific substances in products and manufacturing processes, including labeling regarding recycling and disposal.

第九条 环境合规管理 Environmental compliance management

新建、改建、扩建项目，以及参股新设合资合作项目，应开展环境尽职调查、环境评价，严格按照建设项目环保设施“三同时”要求建设，并经竣工验收和环保验收后再投入使用。

New construction, reconstruction and expansion projects, as well as equity participation in new joint venture projects, should carry out environmental due diligence, environmental assessment, construction projects in strict accordance with the requirements of the three simultaneous construction of environmental protection facilities, and put into use after the completion of acceptance and environmental protection acceptance.

第十条 环境监测与统计 Environmental monitoring and statistics

应制定环境监测计划，组织开展厂界（场界）噪声、废气、废水和土壤等环境监测，按要求建立环境监测台账、使用环境监测数据。

Formulate environmental monitoring plan, organize and carry out environmental monitoring of noise, exhaust gas, wastewater and soil at plant boundaries (site boundaries), establish environmental monitoring accounts and use environmental monitoring data according to requirements.

第十一条 环境信息管理 Environmental information management

应开展环保舆情监测并及时应对，按要求上报环境事件信息。按要求公开排污状况、污染治理设施的建设和运行情况，以及建设项目环境影响评价报告、竣工环保验收报告等信息。结合安全生产标准化要求、6S管理和生产实际，对危险和有害因素、重要区域和地点等规范设置标志，明确告知。

Carry out monitoring of environmental public opinion and respond to it in a timely manner, and report information on environmental incidents as required. Publicize information on the status of sewage discharge, construction and operation of pollution control facilities, as well as the environmental impact assessment report and environmental protection acceptance report on the

completion of construction projects as required. Combine the requirements of production safety standardization, 6S management and production reality, and set up standardized signs for dangerous and harmful factors, important areas and locations, etc., and clearly inform them.

第十二条 生物多样性 Biodiversity

明阳智能按照《生物多样性公约》、《关于进一步加强生物多样性保护的意見》的总体要求，将生物多样性战略整合至现有可持续发展制度中，加强内部宣贯，助力实现《2020 后全球生物多样性框架》，助力经济发展向绿色和可持续方向转型。

In accordance with the overall requirements of the Convention on Biological Diversity and the Opinions on Further Strengthening Biodiversity Conservation, Mingyang Smart Energy integrates the biodiversity strategy into the existing sustainable development system, strengthens internal publicity, and helps to realize the Post-2020 Global Biodiversity Framework and the transformation of the economic development in the direction of green and sustainable.

主要包括：

Key elements include:

应强化生物多样性事前防控，加强生物多样性的保护与支持，避免出现损害生物多样性的行为。在产品的设计阶段，考虑产品设计过程的潜在环境污染对生物多样性的影响，在工程建设阶段，准确评估建设和生产运行活动中涉及的潜在环境污染和可能自然灾害等对生物多样性的影响，避免在世界或国家重要生物多样性保护地区开展运营活动。

Strengthening ex-ante prevention and control of biodiversity, enhancing biodiversity protection and support, and avoiding behaviors that harm biodiversity. At the product design stage, consider the impact on biodiversity of potential environmental pollution in the product design process. At the

construction stage, accurately assess the impact on biodiversity of potential environmental pollution and possible natural disasters involved in construction and production and operation activities, and avoid operating in areas of world or national importance for biodiversity conservation.

应依据生态保护红线相关政策指引，强化生态保护红线观念，对工厂的选址和布局进行严格论证，在工程和项目建设中保护自然栖息地、湿地、森林、野生动物廊道和农业用地，尽可能降低对周边环境和社区造成的不利影响，关注生态保护红线内生态系统和生物多样性保护情况。

Guided by the relevant policy guidelines on ecological protection redlines, the company enhances the concept of ecological protection redlines, and carries out strict verification on the site selection and layout design of factories, during the construction of projects, steps are taken to protect natural habitats, wetlands, forests, wildlife corridors, and agricultural lands. The group mitigates the adverse impacts on the surrounding environment and residential communities as much as possible, and pays attention to the conservation of biodiversity such as ecosystems and biological species within the ecological protected areas.

应促进生物多样性披露与沟通合作，利用多渠道沟通宣传，强化与社会团体、媒体的互动，提升明阳智能内部、供应商、合作伙伴和公众的生物多样性保护意识。面向员工和利益相关方开展生物多样性主题教育和培训，提升生物多样性保护意识和专业性。加强生物多样性领域的国际交流与合作，参与和利用现有的国际绿色金融合作框架，树立明阳智能生态友好型公司的形象。

Promote biodiversity disclosure and communication and cooperation, utilize multi-channel communication and publicity, strengthen interaction with social groups and media, and enhance the awareness of biodiversity protection within Mingyang Smart Energy, suppliers, partners and the public. Carry out biodiversity-themed education and training for employees and stakeholders to

enhance biodiversity protection awareness and professionalism. Strengthen international exchanges and cooperation in the field of biodiversity, participate in and utilize the existing international green financial cooperation framework, and establish image as an eco-friendly company.

第十三条 森林资源保护 **Protection of forest resources**

在缓解和应对气候变化的进程中，明阳智能充分认知到森林资源在维持全球气候和生态稳定中发挥关键作用。明阳智能致力于推动森林资源的保护工作，并将优先在自身运营范围内做好对森林资源的影响评价、保护和恢复工作，并计划逐步联合更多利益相关方参与到森林资源的保护行动中。为实现上述目标，明阳智能应严格遵守运营地所在国家的森林及林地保护的法律法规。在项目开发选址、建设和运营过程中将保护森林资源作为关键考量要素，持续提升内部管理水平，逐步探索与更多相关方共同开展森林资源保护行动的方法，推动整个价值链建立有效的资源保护机制。

In the process of mitigating and responding to climate change, Mingyang Smart Energy recognizes that forest resources play a key role in maintaining global climate and ecological stability. Mingyang Smart Energy is committed to promoting the protection of forest resources, and will prioritize the impact assessment, protection and restoration of forest resources within its own scope of operation, and plans to gradually join hands with more stakeholders to participate in the protection of forest resources. In order to achieve the above objectives, Mingyang Smart Energy must strictly comply with the laws and regulations on forest and woodland protection in the countries where it operates. It will take the protection of forest resources as a key consideration in the process of selecting sites for project development, construction and operation, continue to improve its internal management level, gradually explore ways to carry out actions to protect forest resources with more relevant parties, and promote the establishment of an effective resource protection mechanism throughout the

value chain.

第十四条 海洋资源保护 Protection of marine resources

海洋作为全球最大的碳汇，对于缓解和应对气候变化具有重要意义。明阳智能致力于推动对海洋资源的保护，合理开发海洋资源。在海上风电项目建设前，应评估风电场对海洋生态系统的潜在影响，选址时尽量避开生态敏感区域。项目建设中，利用生态模型优化风电机组布局，减少对海洋生物迁徙路径的阻碍，采用低噪音施工技术，降低施工过程中的噪音污染，减少对海洋哺乳动物和鱼类的影响。

As the world largest carbon sink, the ocean is of great significance in mitigating and responding to climate change. Mingyang Smart Energy is committed to promoting the protection of marine resources and the rational development of marine resources. Prior to the construction of offshore wind power projects, it assesses the potential impact of wind farms on marine ecosystems, and avoids ecologically sensitive areas as much as possible when selecting sites. Under construction, optimize the layout of wind turbines using ecological models to reduce obstruction to the migration paths of marine organisms, adopt low-noise construction technology to reduce noise pollution during construction, and reduce the impact on marine mammals and fish.

第十五条 能源消耗和温室气体排放 Energy consumption and greenhouse gas emissions

应在工作场所对能源消耗和温室气体排放进行跟踪和记录，包括但不限于开展集团层面的范围 1，2，3 碳排放盘查、产品碳足迹盘算，开展产品碳足迹认证等。尽可能提高能源使用效率并减少温室气体的排放，尽可能减少对社区、自然资源以及生物多样性的不利影响，保障公众的健康和安全。制定有效的碳减排规划，不断提高清洁能源的使用比例，保证所供产品及其配件使用的材料不对工作场所、周围环境造成破坏和污染，并致力于提高循环材料的使用比例，打造循环经济，推动碳减排方案的落地执

行，积极减缓气候变化。

Energy consumption and greenhouse gas emissions should be tracked and recorded in the workplace, including but not limited to carrying out group-level scope 1, 2, 3 carbon emissions inventory, product carbon footprinting, and carrying out carbon footprint certification of products. To improve energy efficiency and reduce greenhouse gas emissions as much as possible, to minimize adverse impacts on communities, natural resources, and biodiversity, and to safeguard public health and safety. Formulate effective carbon emission reduction plans, continuously increase the proportion of clean energy used, ensure that the materials used in the products supplied and their accessories do not cause damage and pollution to the workplace and the surrounding environment, and are committed to increasing the proportion of recycled materials used, creating a circular economy, promoting the implementation of carbon emission reduction programs, and actively mitigating climate change.

第二节 社会责任 Social responsibility

管理者和全体员工应深刻理解，保护员工健康和安全、加强员工权益保护、积极履行社会责任，有利于提高生产效率和改善社区的生活条件，并能持续营造安全、健康、舒适、温暖、和谐的工作氛围。同时，明阳智能将关注健康和安全、保障员工权益等管理理念持续向上游供应商传导，构建行业积极的工作环境，详情请见《供应商可持续发展行为准则》。

Managers and all employees should have a deep understanding that protecting the health and safety of employees, strengthening the protection of their rights and interests, and actively fulfilling their social responsibilities are conducive to increasing productivity and improving the living conditions of the community, and that they can continue to create a safe, healthy, comfortable, warm, and harmonious working atmosphere. Meanwhile, Mingyang Smart

Energy will continue to transfer management concepts such as focusing on health and safety and protecting employees' rights and interests to upstream suppliers to build a positive working environment in the industry, please refer to Supplier Sustainability Development Code of Conduct for more details.

社会责任要求的内容遵守健康与安全、劳工权益保护相关的法律法规，包括但不限于：《中华人民共和国职业病防治法》、《中华人民共和国安全生产法》、《中华人民共和国劳动法》、《中华人民共和国民法典》等，以及海外运营地适用的相关法律法规。

The contents of social responsibility requirements comply with laws and regulations related to health and safety and labor rights protection. Including but not limited to: the Law of the People's Republic of China on Prevention and Control of Occupational Diseases; the Law of the People's Republic of China on Work Safety, the Labor Law of the People's Republic of China, the Civil Code of the People's Republic of China, etc., and relevant laws and regulations applicable to overseas operating locations.

具体要求如下：

The specific requirements are as follows:

第十六条 职业健康与安全 Occupational health and safety

应通过正确的设计、工程和管理控制、预防性维护和安全工作流程以及持续的安全培训来控制员工可能遇到的潜在安全危险。如果无法通过上述方式有效控制危险，应为员工提供适当的、保养良好的个人防护装备和有关上述危险可能导致风险的教育资料。

Potential safety hazards that may be encountered by employees should be controlled through proper design, engineering and management controls, preventive maintenance and safe work processes, and ongoing safety training. Where hazards cannot be effectively controlled in the above ways, employees should be provided with appropriate, well-maintained personal protective

equipment and educational material on the risks that may result from said hazards.

第十七条 女性劳动保护 **Labor protection for female**

应加强女员工劳动保护，采取措施改善女员工劳动安全卫生条件，对女员工进行劳动安全卫生知识培训。遵守女员工禁忌从事的劳动范围的规定，将公司属于女员工禁忌从事的劳动范围的岗位书面告知女员工，不得因女员工怀孕、生育、哺乳降低其工资、予以辞退、与其解除劳动或者聘用合同。女员工在孕期不能适应原劳动的，应当根据医疗机构的证明，予以减轻劳动量或者安排其他能够适应的劳动。对怀孕 7 个月以上的女员工，不得延长劳动时间或者安排夜班劳动，并应当在劳动时间内安排一定的休息时间。怀孕女员工在劳动时间内进行产前检查，所需时间计入劳动时间。保障给予女员工的产假至少不低于国家法定要求，女员工的产假期间的工资支付不低于法定要求，女员工生育或者流产的医疗费用均不得低于法定要求。

Employers shall strengthen the labor protection of female employees, take measures to improve the labor safety and health conditions of female employees, and conduct labor safety and health knowledge training for female employees. Employers shall abide by the provisions on the scope of labor that female employees are prohibited from engaging in. Employers shall notify female employees in writing of the positions that are within the scope of work that female employees are prohibited from engaging in. Employers shall not reduce the wages of female employees, dismiss them, or terminate their labor or employment contracts because of their pregnancy, childbirth, or breastfeeding. If a female employee cannot adapt to the original labor during pregnancy, the employer shall reduce the amount of labor or arrange other labor that can be adapted according to the certificate of the medical institution. For female employees who are more than 7 months pregnant, the employer shall not extend the working hours or arrange night shift work and shall arrange certain rest

periods during the working hours. Pregnant female employees shall conduct prenatal examinations during working hours, and the required time shall be included in working hours. The maternity leave granted to female employees shall be at least not less than the national legal requirements, the wages paid to female employees during maternity leave shall not be less than the legal requirements, and the medical expenses of female employees for childbirth or abortion shall not be less than the legal requirements.

女员工不得从事以下劳动并应根据国家法律规定随时调整：体力劳动强度分级标准中规定的第四级体力劳动强度的作业；每小时负重 6 次以上、每次负重超过 20 公斤的作业，或者间断负重、每次负重超过 25 公斤的作业。

Female employees are not allowed to engage in the following work and should be adjusted at any time according to national laws: Work of the fourth level of physical labor intensity specified in the physical labor intensity grading standards. Work involving more than six loads per hour, each of which exceeds 20 kilograms, or intermittent loads, each of which exceeds 25 kilograms.

女员工在孕期不得从事以下劳动并应根据国家法律规定随时调整：作业场所空气中铅及其化合物、汞及其化合物、苯、镉、铍、砷、氰化物、氮氧化物、一氧化碳、二硫化碳、氯、己内酰胺、氯丁二烯、氯乙烯、环氧乙烷、苯胺、甲醛等有毒物质浓度超过国家职业卫生标准的作业；从事抗癌药物、己烯雌酚生产，接触麻醉剂气体等的作业；非密封源放射性物质的操作，核事故与放射事故的应急处置；在密闭空间、高压室作业或者潜水作业，伴有强烈振动的作业，或者需要频繁弯腰、攀高、下蹲的作业。

Female employees are not allowed to engage in the following labor during pregnancy and should be adjusted at any time in accordance with the provisions of national laws: operations where the concentration of lead and its compounds, mercury and its compounds, benzene, cadmium, beryllium, arsenic, cyanide,

nitrogen oxides, carbon monoxide, carbon disulfide, chlorine, caprolactam, chloroprene, vinyl chloride, ethylene oxide, aniline, formaldehyde, and other toxic substances in the air of the workplace exceeds the national standards for occupational health. Operations engaged in the production of anticancer drugs, caprylylestrol, exposure to anesthetic gases, etc. Operation of radioactive substances from unsealed sources, emergency response to nuclear and radiological accidents. Work in confined spaces, high-pressure chambers, or diving operations, operations accompanied by strong vibration, or operations requiring frequent bending, climbing, or squatting.

女员工在哺乳期不得从事以下劳动并应根据国家法律规定随时调整：作业场所空气中锰、氟、溴、甲醇、有机磷化合物、有机氯化物等有毒物质浓度超过国家职业卫生标准的作业。

Female employees are not allowed to engage in the following work during the breastfeeding period and should be adjusted at any time in accordance with national laws: operations where the concentration of manganese, fluorine, bromine, methanol, organophosphorus compounds, organochlorine compounds and other toxic substances in the air at the workplace exceeds the national occupational health standards.

第十八条 应急准备 Emergency preparedness

应依据风险评估结果和应急资源情况编制、发布应急预案和现场处置方案，合理储备安全环保应急物资，并定期维修保养和检查测试。按期开展员工应急、消防和急救培训，提升岗位员工事故应急处置、自救互救和紧急避险能力。

Emergency plans and on-site disposal programs should be prepared and issued based on the results of risk assessment and emergency resources, and safety and environmental protection emergency materials should be reasonably stocked and regularly repaired and maintained and inspected and tested. Carry

out emergency, fire and first aid training for employees on schedule, and improve the ability of post employees in emergency response to accidents, self-rescue and mutual rescue, and emergency risk avoidance.

第十九条 防护用品和工伤申报 Protective equipment and injury declarations

明阳智能应定期开展职业健康相关检查，监督落实生产工作环境的安全标准，严格落实职业健康六个档案管理的要求。公司应为员工定期提供免费体检，体检必须由有执照和授权的医疗机构进行，并根据员工所从事工作的性质提供相应的体检项目，以确保员工身体状况适合该工作。同时，这种体检不应被用作减少工作量、降低报酬或侵犯员工权利的控制机制。

Mingyang Smart Energy regularly carries out occupational health-related inspections, supervises the implementation of safety standards for the production and working environment, and strictly implements the requirements for the management on occupational health. The company shall provide regular free medical check-ups for its employees, which must be conducted by licensed and authorized medical institutions, and provide appropriate medical check-ups according to the nature of the work performed by the employee to ensure that the employee's physical condition is suitable for the work. At the same time, such medical examinations should not be used as a control mechanism to reduce workloads, lower remuneration or violate the rights of employees.

第二十条 工业卫生 Industrial hygiene

应将工作场所可能产生的职业病危害如实告知劳动者，在醒目位置设置职业病防治公告栏。危险废物识别标志的设置应具有足够的警示性，以提醒相关人员在从事收集、贮存、利用、处置危险废物经营活动时注意防范危险废物的环境风险。根据控制措施等级，识别、评估并控制化学、生物及物理等因素给员工带来的危险，采取工程技术或管理手段来控制危险源过度暴露。职业健康保护计划应持续开展，并应包含与员工在工作场所

面临的危险有关的风险教育材料。

Workers should be truthfully informed of the hazards of occupational diseases that may arise in the workplace, and bulletin boards for the prevention and control of occupational diseases should be set up in conspicuous places. Hazardous waste identification signs should be set up with sufficient warning to remind relevant personnel to pay attention to preventing the environmental risks of hazardous wastes when engaging in the collection, storage, utilization and disposal of hazardous wastes business activities. According to the level of control measures, the hazards posed to employees by chemical, biological and physical factors are identified, evaluated and controlled, and engineering or management methods are used to control overexposure to hazardous sources. Occupational health protection programs shall be ongoing and shall include risk education materials related to the hazards to which employees are exposed in the workplace.

第二十一条 强体力型工作 Physically demanding work

应识别、评估和控制员工从事强体力型工作给员工带来的影响，包括人工搬运/装卸材料和重复搬举重物、长时间站立以及高度重复或强力的装配工作。

Worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing, and highly repetitive or forceful assembly tasks shall be identified, evaluated, and controlled.

第二十二条 生产设备设施安全管理 Safely management of production equipment and facilities

应评估生产机械和其他机械是否存在安全隐患。对于可能对员工造成伤害的机械，应装配物理防护装置、联锁装置和屏障，并正确地进行维护。

Production and other machinery shall be evaluated for safety hazards. Physical guards should be fitted to machinery that may cause injury to employees

and properly maintained.

第二十三条 作业过程安全风险 **Operational process safety risks**

应对设备设施拆除、设备吊装、设备转移等检维修作业安全风险进行识别与评估，特别是对高处坠落、物体打击、机械伤害、起重伤害、火灾、爆炸、中毒、窒息、触电等风险进行识别与评估。

Identify and assess the safety risks of inspection and maintenance operations such as dismantling of equipment and facilities, lifting of equipment, transfer of equipment, etc., especially the risks of falling from height, object strikes, mechanical injuries, lifting injuries, fires, explosions, poisonings, suffocation and electrocution.

(一) 应重点关注生产制造基地和工程建设作业过程安全风险识别与评估，包括但不限于以下内容：特殊作业（用火作业、高处作业、起重作业、临时用电作业），转运作业，翻转作业，油漆作业，化学品使用作业，边生产边施工作业，交叉作业，抢修和抢险作业。

Focus on safety risk identification and assessment of manufacturing bases and construction operations. Including but not limited to the following: special operations (fire, work at height, lifting, temporary use of electricity), transshipment operations, tipping operations, painting operations, use of chemicals, production and construction operations, crossover operations, emergency repair and rescue operations.

(二) 应重点关注发电场站作业过程安全风险识别与评估，包括但不限于以下内容：项目前期（路勘路改、运输作业、海上作业、夜间施工、用火作业、高处作业、起重作业、临时用电作业、交叉作业、导管架平台安装、海缆耐压试验、调试作业等）；项目运营阶段（倒闸操作、机舱内和外区域作业、轮毂内作业、变流器作业、检维修作业、设备清扫/清洗等）。

Focus should be placed on the identification and assessment of safety risks during the operation of power stations. Including but not limited to the following:

in the early stage of the project (road survey and modification, transportation operation, marine operation, night construction, fire operation, work at height, lifting operation, temporary use of electricity, cross operation, conduit rack platform installation, pressure resistance test of submarine cables, commissioning operation, etc.). Project operation phase (reverse operation, in-cabin and out-area operations, in-hub operations, converter operations, inspection and maintenance operations, equipment cleaning, etc.).

第二十四条 公共安全风险 Public security risks

应对自然灾害、恐怖袭击、刑事犯罪、社会治安事件、公共卫生事件等风险进行识别与评估。公共安全风险识别与评估应重点关注，包括但不限于以下方面：项目建设现场和运营的发电场站，可能产生的环境污染源，政府发布的恐怖威胁指向地，境外企业（项目），人员密集场所，可能造成社会影响较大的突发事件等。

Identify and assess the risks of natural disasters, terrorist attacks, criminal offenses, social security incidents, and public health incidents. The identification and assessment of public security risks shall focus on, but not limited to the following aspects: project construction sites and operating power generation stations, possible sources of environmental pollution, terrorist threats issued by the government, overseas enterprises (projects), densely populated places, and emergencies that may cause a large social impact.

第二十五条 平等用工 Equal employment

明阳智能严格遵守《中华人民共和国劳动法》等相关法律法规以及海外运营地使用的法律法规。同时，参照相关国际规范《国际劳工组织公约》（ILO），致力于营造友善和谐的工作环境，坚持平等用工与对歧视采取零容忍的原则。在招聘过程中，应坚持“公开、公正”的原则，岗位任职资格要求公开、面试标准与程序公正，不因年龄、残疾、民族、性别、婚姻状况、国籍、政治面貌、种族、宗教、性取向、是否加入工会而歧视任何

应聘者。同时，公司不得强制性要求应聘者验孕或体检（适用法律法规要求出于工作场所安全审慎考虑的情况除外），且不得因检查结果歧视应聘者。此外，与应聘者有亲属关系的面试官应遵循回避原则，不应参与对应聘者的面试。

Mingyang Smart Energy strictly abides by the Labor Law of the People's Republic of China and other related laws and regulations, as well as the laws and regulations used in overseas operations. At the same time, with reference to relevant international norms such as the International Labor Organization (ILO) convention, Mingyang Smart Energy is committed to creating a friendly and harmonious working environment, and adheres to the principles of equal employment and zero tolerance for discrimination. In the recruitment process, the principle of “openness and fairness” shall be adhered to, with open qualification requirements for positions, fair interview standards and procedures, and no discrimination against any candidate on the basis of age, disability, ethnicity, gender, marital status, nationality, political profile, race, religion, sexual orientation, and membership in a trade union or not. The company shall not discriminate against any candidate on the basis of age, race, religion, sexual orientation, or union membership. The company shall not require pregnancy tests or medical examinations (except when required by applicable laws and regulations for the purpose of workplace safety), and shall not discriminate against any candidate on the basis of the results of such tests. In addition, interviewers who are related to a candidate shall follow the principle of disqualification and shall not participate in the interview of the candidate.

第二十六条 反骚扰 Anti-harassment

明阳智能反对职场骚扰，保护员工在工作中不受到骚扰，包括不受到性骚扰、威胁、恐吓等。应定期向所有员工开展工作场所中反歧视与反骚扰的培训，并制定相应的上报流程，对存在歧视或骚扰行为人员进行严肃

处理。若有涉嫌违法犯罪的情况，移送司法机关处理。

Mingyang Smart Energy opposes workplace harassment and protects employees from harassment at work, including sexual harassment, threats, and intimidation. Regular training on anti-discrimination and anti-harassment in the workplace is provided to all employees, and a corresponding reporting process is in place to seriously deal with people who engage in discriminatory or harassing behavior. If there is any suspicion of illegal or criminal behavior, the case will be referred to the judicial authorities.

第二十七条 禁止使用童工和强迫劳动 Prohibition of child and forced labor

不得雇佣童工，童工是指年龄不满 16 周岁的劳工，未达到所在国家或地区的最低就业年龄或未完成所在国家或地区义务教育年龄的劳工。未成年工人是指年满 16 周岁但不满 18 周岁的劳动者，公司雇佣的正式员工是指年满 18 周岁劳动者。应妥善维护学生工记录，对提供学生工的教育合作伙伴进行严格的尽职调查，并根据法律法规保护学生工权利，以确保对其进行妥善管理。

Prohibition of child labor. A child worker is a worker who is under 16 years of age, has not reached the minimum age for employment in his/her country or region, or has not completed the age of compulsory education in his/her country or region. A minor worker is a laborer who is at least 16 years of age but less than 18 years of age, and a regular employee employed by a company is a laborer who is at least 18 years of age. Records of student laborers should be properly maintained, rigorous due diligence should be conducted on education partners providing student laborers, and the rights of student laborers should be protected in accordance with laws and regulations to ensure that they are properly managed.

强迫劳动指以任何惩罚相威胁，强迫任何人从事的非本人自愿的一切劳动或服务。明阳智能开展招聘工作应遵从所在国家或地区的相关法律、

法规，包括但不限于：预防非自愿劳动，确保所有工作纯属自愿。非自愿劳动包括通过威胁、强迫、强制、诱拐、欺诈或向控制他人的任何人支付薪酬的方式运输、藏匿、招聘、转岗、接收或雇佣人员，以达到剥削之目的。不扣押政府颁发的身份证件和旅行证件原件。除了禁止对进出办公场所进行不合理限制以外，不得对员工在工作场所中的行动自由设置不合理限制，对提供宿舍条件的员工应保障出入住所的自由。同时，必须确保以员工理解的语言清楚表达与员工签订的合同雇佣条件，不得贩卖人口或聘用任何形式的奴隶劳工、受强迫劳动的劳工、抵债劳工、契约劳工或监狱劳工。

Forced or compulsory labour: all work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily. Mingyang Smart Energy conducts recruitment in compliance with the relevant laws and regulations of the country or region in which it operates, including but not limited to: preventing involuntary labor and ensuring that all work is purely voluntary. Involuntary labor includes transporting, hiding, recruiting, transferring, accepting, or hiring people for the purpose of exploitation by threatening, forcing, coercing, abducting, defrauding, or paying any person in control of another person. Original government-issued identification and travel documents are not withheld. In addition to the prohibition of unreasonable restrictions on access to office premises, no unreasonable restrictions shall be placed on the freedom of movement of employees in the workplace, and the freedom to enter and leave their residences shall be guaranteed for employees who are provided with dormitory conditions. At the same time, it is important to ensure that the terms of employment of the contract with the employee are clearly expressed in a language that the employee understands, and that there is no trafficking in human beings or employment of any form of slave labor, forced labor, bonded labor, indentured labor, or prison

labor.

第二十八条 工作时间 Working hours

员工应享有法定休假的权利（包括产假和陪产假），需将单个工人的工作范围、频率、时间和整体劳动能力统筹考虑，并不得用来代替正常雇用。

Employees shall be entitled to statutory leave (including maternity and paternity leave). The scope, frequency, duration and overall labor capacity of individual workers need to be considered in an integrated manner and should not be used as a substitute for regular employment.

第二十九条 薪资福利 Wages and benefits

向员工支付的报酬应符合所有适用的工资法律，包括有关最低薪资、法定福利的各种法律，不以扣减工资作为纪律处分手段。在每个工资结算周期，及时向员工提供清晰易懂的工资单，有足够的信息来确认付出的劳动所应得的准确报酬。使用临时工、派遣工和外包工应符合当地法律限制。

Remuneration payable to employees should be in accordance with all applicable wage laws, including those relating to minimum wages, statutory benefits, and no deduction of wages as a means of disciplinary action. For each pay period, employees shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor shall be within the limits of the local law.

第三十条 员工权利与人权保护 Employee rights and human rights protection

应在遵守法规的前提下尊重员工自由、自愿地建立和加入团体的权利，以促进和维护其职业利益。员工可以自由结社、集会，无需担心被报复、恐吓或骚扰。

Respects the right of employees to freely and voluntarily establish and join groups to promote and safeguard their professional interests while complying

with regulations. Employees are free to associate and assemble without fear of retaliation, intimidation or harassment.

工会是员工利益的代言人，也是公司与员工关系的主要协调者，员工可通过工会组织提出诉求，与公司管理层协商。公司全部员工均有加入工会的资格。

The labor union is the spokesman for employees' interests and the main coordinator of the relationship between the company and its employees, who can make their demands and negotiate with the company's management through the labor union organization. All employees of the company are eligible to join the labor union.

明阳智能参照遵循联合国《世界人权宣言》等标准与规定，尊重并保护人权，尽最大努力识别、降低与预防公司和供应链中的人权风险。

With reference to the United Nations Universal Declaration of Human Rights and other standards and regulations, Mingyang Smart Energy respects and protects human rights, and makes every effort to identify, minimize and prevent human rights risks in the company and its supply chain.

第三十一条 员工福利与关怀 Employee benefits and care

公司应积极为员工创造幸福和谐的工作氛围，向所有员工提供良好的福利待遇，包括但不限于：

Mingyang Smart Energy actively creates a happy and harmonious working atmosphere for its employees and provides good welfare benefits to all employees, including but not limited to:

1) 为员工提供良好的福利，包括但不限于：五险一金、节假日福利、年度体检和团建活动等。

Provide employees with good benefits, including but not limited to: insurance and housing fund, holiday benefits, annual physical examination, and reunion activities.

2) 重视员工工作与生活平衡，向员工提供活动中心与设备，推动员工参与体育运动。鼓励员工参与或组建兴趣协会，举办文化活动，不定期举办联谊活动，助力员工打造幸福生活。

Emphasize work-life balance for our employees, provide them with activity centers and equipment, and promote their participation in sports. Encourage employees to participate in or form interest associations, organize cultural activities, and hold fellowship activities from time to time to help employees build a happy life.

3) 为困难员工提供帮助。公司成立爱心基金，用于有急难（如：病、伤、灾）的员工，减轻困难员工的负担。

Provide help for employees in difficulty. The company has set up a love fund for employees in emergency (e.g., illness, injury, disaster) to reduce the burden of employees in difficulty.

第三十二条 社区福利 Community benefits

应遵守社会责任准则，积极履行社会责任，为当地社区发展做出贡献，包括参与公益事业、开展精准扶贫、支持社区发展、提供慈善捐助和增加就业机会等。

Comply with the guidelines on social responsibility, actively fulfill social responsibility and contribute to the development of the local community, including participation in public welfare, poverty alleviation, support for community development, charitable donations and increased employment opportunities, etc.

第三节 公司治理 Corporate governance

明阳智能严格遵守《公司法》、《证券法》、《上市公司治理准则》等法律法规要求，持续完善公司治理架构，提升董事会治理水平，加强信息合规披露和投资者关系管理，恪守商业道德，不断增强公司治理效能，推动

公司高质量发展。

Mingyang Smart Energy strictly complies with the requirements of the Company Law, Securities Law, Code of Governance for Listed Companies and other laws and regulations. Continuously improves the corporate governance structure, enhances the governance level of the board of directors, strengthens the compliance disclosure of information and investor relationship management, scrupulously adheres to the business ethics, and continuously strengthens the efficacy of the corporate governance, and promotes the high-quality development of the company.

具体要求如下：

The specific requirements are as follows:

第三十三条 股东和债权人权益保护 Protection of shareholder and creditor rights and interests

明阳智能应搭建规范严谨的公司治理结构，明确划分股东大会、董事会、监事会和董事会专门委员会的职责，为公司高效治理提供组织保障。此外，公司应公平对待所有股东，确保股东充分享有法律、法规和各项制度所规定的合法权益，对可能影响股东和其他投资者投资决策的信息，及时透明的向股东披露，包括公司的财务状况、经营情况、股东大会决议等，确保股东能及时了解公司的运营情况和决策过程。

Mingyang Smart Energy has built a standardized and rigorous corporate governance structure, clearly delineating the responsibilities of the shareholders' general meeting, the board of directors, the supervisory board and the special committees of the board of directors, which provides organizational safeguards for the efficient governance of the company. In addition, the company must treat all shareholders fairly, ensures that shareholders fully enjoy their legitimate rights and interests as stipulated in laws, regulations and systems, and discloses to shareholders in a timely and transparent manner information that may affect

the investment decisions of shareholders and other investors. Including the company's financial status, operating conditions, and resolutions of shareholders' meetings, etc., to ensure that shareholders can keep abreast of the company's operations and decision-making process.

第三十四条 信息披露 Disclosure of information

明阳智能应根据上市公司自律监管指引定期进行信息披露，确保所有投资者公平获取公司信息。公司应坚持真实、准确、完整的信息披露原则，督促相关人员严格遵守信息披露规定和内幕信息保密工作，公平的向所有投资者公开披露重大信息。

Mingyang Smart Energy shall regularly disclose information in accordance with the Self-Regulatory Guidelines for Listed Companies to ensure that all investors have fair access to the company's information. The company adhere to the principle of true, accurate and complete information disclosure, urge relevant personnel to strictly comply with the information disclosure regulations and the confidentiality of insider information, and publicly disclose material information to all investors in a fair manner.

第三十五条 合规管理 Compliance management

明阳智能应高度重视合规管理，严格把控内控审计和反贪腐等方面工作的落实，加强员工合规意识教育培训，确保公司日常运营、经营活动合规合法，以高效合规推动公司高质量发展。

Mingyang Smart Energy should attach great importance to compliance management, strictly control the implementation of internal control, audit and anti-corruption, strengthen the education and training of employees' compliance awareness, ensure that the company's daily operations and business activities are compliant and legal, and promote the company's high-quality development through efficient compliance.

第三十六条 内部审计监督 Internal audit oversight

明阳智能应将内部审计工作放在重要位置，不断优化和完善公司内部审计制度、审计工作体制和审计监督体系，加强审计团队工作能力培训，切实提高审计工作质效，保障公司稳健合规运营。

Mingyang Smart Energy must be puts internal audit work in an important position, continuously optimizes and improves the company's internal audit system, audit system and audit supervision system, strengthens the training of the audit team's working ability, and effectively improves the quality and efficiency of the audit work to ensure the company's sound and compliant operation.

第三十七条 风险管控 Risk management

明阳智能应不断健全公司风险管理体系，加强风险管控工作，开展风险管控培训，增强风险控制能力，从组织体系、管控体系、运行机制、制度体系、信息系统五大方面持续完善风险管理体系，加强风险管理能力建设，确保公司业务运营正常有序开展。

Mingyang Smart Energy continue to improve risk management system, strengthen risk management and control, carry out risk management and control training, enhance risk control capability, continuously improve the risk management system in five aspects: organization system, control system, operation mechanism, system and information system, strengthen risk management capability, and ensure the normal and orderly development of the company's business operations.

第三十八条 公平交易 Fair dealing

明阳智能对待投资者、客户、供应商、竞争者和员工都应遵守公平原则。反对任何形式的欺诈行为，任何员工不得通过篡改、隐藏和滥用专有信息，不得通过误传重大事实或其他不公平商务活动获取不公平或非法利益，公司将依法追究所有欺诈行为。

Mingyang Smart Energy shall observe the principle of fairness in its

treatment of investors, customers, suppliers, competitors and employees. Oppose any form of fraud, no employee shall obtain an unfair or illegal advantage by tampering with, concealing and misusing proprietary information, by misrepresenting material facts or other unfair business practices, and the company will prosecute all fraudulent practices to the fullest extent of the law.

第三十九条 机密信息 Classified information

明阳智能员工受公司信任使用的机密信息仅可用于预期的明阳智能商业目的，需全面保护机密信息，严格遵守法律法规和行业标准，确保信息安全，维护公司、客户和合作伙伴的合法权益。员工不得将机密信息分享给明阳智能以外的人，包括其家庭成员和朋友，亦不得分享给在工作中不需要该信息的人。与明阳智能及其业务、员工、客户和供应商相关的一切非公开信息均属于机密信息，包括但不限于：

Employees are trusted by the company to use confidential information only for the intended business purposes of Mingyang Smart Energy, and are required to fully protect the confidential information, strictly comply with laws, regulations and industry standards, ensure information security, and safeguard the legitimate rights and interests of the company, customers and partners. Employees are not allowed to share confidential information with people outside of Mingyang Smart Energy, including their family members and friends, or with people who do not need the information in their work. All non-public information related to Mingyang Smart Energy and its business, employees, customers and suppliers is confidential information, including but not limited to:

1) 有关明阳智能财务和非公开财务信息；

Financial and non-public financial information about Mingyang Smart Energy;

2) 商业秘密，包括业务和技术信息，如：程序、方法、模型、设计和因不是众所周知而有价值的信息；

Trade secrets, including business and technical information such as: procedures, methods, models, designs and information that is not well known and valuable;

3) 按照适用的版权法或类似的有关知识产权的法律规定，属于“雇佣作品”且为明阳智能所有的，由明阳智能员工（在从事明阳智能工作或明阳智能业务相关的工作中）利用明阳智能设备或商业秘密开发出的发明和工艺；

Inventions and processes developed by Mingyang Smart Energy employees (in the course of their work with Mingyang Smart Energy or work related to Mingyang Smart Energy business) utilizing Mingyang Smart Energy equipment or trade secrets, which are works for hire and are owned by Mingyang Smart Energy in accordance with applicable copyright laws or similar laws concerning intellectual property rights.

4) 其他非公开信息。

Other non-public information.

第四十条 商业贿赂 Business bribery

明阳智能员工应秉承廉洁奉公，遵纪守法的原则，遵守关于反商业贿赂、反职务侵占等法律法规和公司内部规章制度。不得收受他人贿赂，向他人行贿、支付疏通费或介绍贿赂，不得利用职务上的便利，侵占公司财产、挪用公款。员工不得通过赠送高档礼品、高规格宴请等违反法规、政策规定的行为同国家工作人员不正常交往，严禁向国家工作人员行贿。在符合法律法规及公司所从事业务领域的公认商业惯例情况下，员工可以在履行公司礼品赠送申报程序后，向非国家工作人员赠送礼品。赠送的礼品价值应在正常范围内，且不会被视作或有合理理由怀疑存在意图不正当获取交易机会或竞争优势等不正当目的。公司应建立员工廉洁档案，并将员工廉洁履职执行情况作为公司对员工考核、任免的重要参考依据。

Employees of Mingyang Smart Energy shall uphold the principles of

integrity and law-abiding, and comply with the laws and regulations on anti-commercial bribery, anti-functional misappropriation and other laws and regulations and internal rules of the company. They shall not accept bribes from others, pay bribes to others, pay facilitation fees or introduce bribes, and shall not utilize the convenience of their positions to misappropriate company property or embezzle public funds. Employees shall not have abnormal interactions with state functionaries through acts that violate laws, regulations and policy provisions, such as giving high - end gifts or hosting high-standard banquets. Bribery of state functionaries is strictly prohibited. In accordance with laws and regulations and the accepted business practices of the business field in which the company is engaged, employees may present gifts to non-state staff after fulfilling the company gift declaration procedure. The value of the gift should be within the normal range and should not be considered or have reasonable grounds to suspect that there is an improper intent to improperly obtain a trading opportunity or competitive advantage. The company shall establish an employee integrity file and take the implementation of employee integrity performance as an important reference basis for the assessment, appointment and dismissal of employees.

严禁明阳智能员工：

Mingyang Smart Energy employees are strictly prohibited:

1) 利用通过明阳智能财产、通讯录、信息或职位等渠道发掘商机进而谋取个人利益；

Utilize business opportunities uncovered through Mingyang Smart Energy properties, contacts, information or positions for personal gain;

2) 接受或从事会影响其在明阳智能的业绩、职责或明阳智能商业利益的业务（包括咨询、检测、认证或类似工作）；

Accepting or engaging in business (including consulting, testing,

certification or similar work) that would affect his/her performance or duties at Mingyang Smart Energy or the commercial interests of Mingyang Smart Energy;

3) 向与其在明阳智能的工作业绩或职责有关的任何人索取、要求、接受或同意接受任何有价值的东西；

Soliciting, demanding, accepting or agreeing to accept anything of value from anyone in connection with his/her job performance or duties at Mingyang Smart Energy;

4) 代表明阳智能参与任何令其或其亲属获得直接或间接经济利益的交易；

Participate in any transaction on behalf of Mingyang Smart Energy that directly or indirectly benefits him/her or his/her relatives financially.

5) 与利害关系方合资合营等获取利益的行为。

Acts of obtaining benefits such as joint ventures with interested parties, etc.

第四十一条 反垄断和反不正当竞争 **Antitrust and unfair competition**

一般来说，许多国家的反垄断法和类似的竞争法律均是以鼓励自由竞争和贸易、保护消费者权益为宗旨的。明阳智能必须特别谨慎以确保与其他公司代表之间的业务活动不违反该国适用的此类反垄断法和类似的反不正当竞争法。对于各个适用的反垄断法和类似的反不正当竞争法，明阳智能须有相应合规的公司政策，且公司员工都必须遵守该政策。

In general, the antitrust and similar competition laws of many countries are designed to encourage free competition and trade and to protect the rights and interests of consumers. Mingyang Smart Energy must take special care to ensure that business activities with representatives of other companies do not violate such antitrust and similar anti-unfair competition laws applicable in that country. Mingyang Smart Energy must have a company policy of compliance with each applicable antitrust and similar anti-unfair competition law, and its employees must comply with that policy.

第四十二条 反洗钱 Anti-money laundering

明阳智能员工必须严格遵守关于反洗钱的相关规定，对业务往来合作伙伴及公司所接收的财产（如资金、货物、原材料、设备等）进行适当的尽职调查。如果发现上述任何关于商业伙伴所有权以及支付交易中存在的可疑问题，应及时向法务部门和财务部门报告。避免收取非法资金或者参与涉及非法资金的活动与交易。

Employees of Mingyang Smart Energy must strictly abide by the relevant regulations on anti-money laundering and conduct appropriate due diligence on business partners and property received by the company (e.g. funds, goods, raw materials, equipment, etc.). If any of the above mentioned suspicious issues regarding the ownership of business partners as well as payment transactions are found, they should be reported to the legal and financial departments in a timely manner. Avoid receiving illegal funds or participating in activities and transactions involving illegal funds.

第四十三条 检举规定 Whistleblowing provisions

当明阳智能员工主动直接或间接暗示要求提供上述所禁止的各项规定时，或因拒绝提供上述所禁止的各项好处而受到明阳智能员工对其进行各种形式的故意刁难时，在证据确凿的情况下应主动向明阳智能纪检监察部报告，并积极配合调查，提供相关证据。明阳智能将对举报人姓名保密并给予举报人奖励。如果证据确凿，情况属实，明阳智能将对相关人员或主管按有关奖惩办法进行严肃处理。

检举微信号：18344480760；检举邮箱：audit@mywind.com.cn；

检举地址：中山市火炬开发区火炬路 22 号。

When Mingyang Smart Energy employee directly or indirectly implies a request for the provisions prohibited above, or is subjected to various forms of intentional difficulties due to refusal to provide the benefits prohibited above, he/she should take the initiative to report to the Discipline Inspection and

Supervision Department when the evidence is conclusive and actively cooperate with the investigation and provide the relevant evidence. If the evidence is solid and the situation is true, Mingyang Smart Energy will seriously deal with the relevant personnel or supervisors in accordance with the relevant rewards and punishments.

Reporting WeChat ID: 18344480760;

Reporting mailbox: audit@mywind.com.cn;

Reporting address: No.22 Torch Road, Torch Development Zone, Zhongshan City.

第四十四条 知识产权 Intellectual property

应建立完善的知识产权管理体系，积极开展知识产权管理制度、知识产权管理实务等专项培训，强化相关工作人员的业务能力和水平，增强知识产权保护意识。

It should establish a perfect intellectual property management system, actively carry out special training on intellectual property management system and intellectual property management practices, strengthen the business capacity and level of relevant staff, and enhance the awareness of intellectual property protection.

第四十五条 身份保护和无报复政策 Identity protection and non-retaliation

应制定程序以保护员工举报者并确保其身份的机密性和匿名性，除非法律明令禁止。应制定沟通程序，让员工能够提出疑虑而无需担心遭到报复。

Establish procedures to protect employee whistleblowers and ensure the confidentiality and anonymity of their identities unless expressly prohibited by law. Communication procedures should be in place to allow employees to raise concerns without fear of retaliation.



第四十六条 负责任的矿物采购 **Responsible sourcing of minerals**

应制定政策以合理确保制造产品中所含的钽、锡、钨和金不会以直接或间接的方式为刚果民主共和国或周边国家/地区中严重侵犯人权的武装团体提供资金或利益。应对这些矿物的来源和产销监管链进行尽职调查，并按照客户要求提供所采取的尽职调查措施。

Policies are in place to provide reasonable assurance that tantalum, tin, tungsten and gold contained in manufactured products do not directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo or neighboring countries/regions that commit serious human rights abuses. Due diligence should be conducted on the origin and chain of custody of these minerals and the due diligence measures taken should be made available to the client upon request.

第四十七条 隐私 **Privacy**

明阳智能承诺保护所有业务相关人员，包括供应商、客户、消费者和员工的个人信息的合理隐私期望。在收集、存储、处理、传输和共享个人信息时遵守隐私和信息安全法律及法规要求。

Mingyang Smart Energy is committed to protecting the reasonable expectation of privacy of personal information of all business stakeholders, including suppliers, customers, consumers and employees. Comply with privacy and information security laws and regulatory requirements when collecting, storing, processing, transferring and sharing personal information.

第四十八条 管理体系 **Management system**

明阳智能应采用或建立范围与本准则内容相关的管理体系，在设计该管理体系时，应确保：(a)符合与经营和产品相关的适用法律、法规及客户要求；(b)符合本行为准则；以及(c)识别并降低与本准则相关的经营风险。该体系还应推动持续改进。

Mingyang Smart Energy shall adopt or establish a management system

whose scope is related to the content of this code. The management system shall be designed to ensure: (a) compliance with applicable laws, regulations and customer requirements related to the supplier's operations and products; (b) conformance with this code of conduct; and (c) identification and mitigation of operational risks related to this code. It shall also facilitate continuous improvement.

第三章 附则 Additional article

第四十九条 引用文件 Reference

(一) 《社会责任国际组织》SA8000

Social Accountability International Organization SA8000

(二) 《联合国商业与人权指导原则》

UN Guiding Principles on Business and Human Rights

(三) 《关于工作中的基本原则和权利宣言》

Fundamental Principles and Rights at Work

(四) 《世界人权宣言》

Universal Declaration of Human Rights

(五) 《责任商业联盟行为准则》

Responsible Business Alliance Code of Conduct

(六) 《供应商可持续发展行为准则》

Supplier Sustainability Development Code of Conduct

(七) 《可持续发展报告标准(GRI)》



Sustainability Reporting Standards (GRI)

(八) 《联合国可持续发展目标(SDGs)》

Sustainable Development Goals (SDGs)

(九) 《上海证券交易所上市公司自律监管指引第 14 号-可持续发展报告（试行）》

Self-regulatory Guidelines for Shanghai Stock Exchange Listed Companies
No. 14 - Sustainability Reporting (Trial)

第五十条 本办法由国际供应链与制造中心负责解释与修订。

The International Supply Chain and Manufacturing Department is responsible for interpreting and revising this Code.

第五十一条 本办法自发布之日起生效。

This Code shall take effect upon issuance.