

KONGSBERG AUTOMOTIVE SUPPLIER DECLARATION

康斯博格汽车供应商声明

KONGSBERG AUTOMOTIVE COMMITS TO OPERATING IN AN ECONOMICALLY, SOCIALLY AND ENVIRONMENTALLY RESPONSIBLE MANNER. WE REQUIRE THAT ALL ENTITIES WITHIN THE GROUP, INCLUDING DIRECTORS AND EMPLOYEES, OBSERVE THE HIGHEST STANDARDS OF BUSINESS AND PERSONAL ETHICS IN THE CONDUCT OF THEIR DUTIES AND RESPONSIBILITIES.

康斯博格汽车承诺以对经济、社会和环境负责的方式运营。我们要求集团内的所有实体，包括董事和员工，在履行职责时遵守最高的商业和个人道德标准。

It is a requirement that the suppliers to Kongsberg Automotive shall made aware of and commit to adhering to the same principles as Kongsberg Automotive. These principles are set forth in the below Supplier Declaration ("Declaration") and further described for our suppliers in the Kongsberg Automotive Supplier Sustainability Manual ("Manual"), available at:

康斯博格汽车期望供应商了解并承诺遵守与康斯博格汽车相同的原则。这些原则载于以下《供应商声明》（简称“声明”）中，而康斯博格汽车《供应商可持续发展手册》（简称“手册”）则为我们的供应商作了进一步说明。手册可在以下网址获取：

https://www.kongsbergautomotive.com/for_suppliers/purchasing-conditions-and-manuals/

We kindly ask you to familiarize yourself with these documents and acknowledge per acceptance in the Kongsberg Automotive Supplier Portal (Jaggaer) or per signature below.

我们恳请您熟悉这些文件，并在康斯博格汽车公司 JAGGAER 供应商门户网站上或以下签名确认接受这些文件。

SUPPLIER DECLARATION 供应商声明

As a supplier to Kongsberg Automotive ASA or any of its subsidiaries and affiliates ("KA") we hereby declare that we will adhere to and comply with the following principles:

作为康斯博格汽车 (Kongsberg Automotive ASA)或其任何子公司和附属公司（简称“KA”）的供应商，我们在此声明，我们将遵守并履行以下原则：

1. Business Partners 业务合作伙伴

We will, as supplier to KA, only retain suppliers, subcontractors and other business partners that live up to the ethical standards reflected in this Declaration and further explained in Kongsberg's Supplier Sustainability Manual or other similar standard no less strict than KA's standards.

作为 KA 的供应商，我们将只保留符合本声明中所述道德标准（由康斯博格汽车部件有限公司的《供应商可持续发展手册》进一步解释）或其他不低于 KA 标准的类似标准的供应商、分包商和其他业务合作伙伴。

2. Compliance with Laws and Regulations 遵守法律法规

We will, as supplier to KA, always comply with all applicable laws and regulations of the country where we conduct our business. Further, we shall have in place internal verification procedures to assure legal compliance and ethical conduct.

作为 KA 的供应商，我们将始终遵守业务所在国家/地区的所有适用法律和法规。此外，我们将制定内部核查程序，以确保遵守法律和道德操守。

3. Data and Information Security 数据和信息安全

We will, as supplier to KA, commit to protecting sensitive business information, personal data, and trade secrets in compliance with applicable laws and regulations. We shall maintain information security controls that meet or exceed industry standards, such as ISO/IEC 27001, TISAX, or the AIAG Cybersecurity Framework, and establish an information security awareness program to safeguard KA's data. In the event of a cyber incident affecting KA, we will notify itsecurity@ka-group.com within 24 hours of discovery.

作为 KA 的供应商，我们承诺将依据适用的法律法规保护敏感的商业信息、个人数据和商业机密。我们将实施符合或超过行业标准的信息安全控制措施，例如ISO/IEC 27001, TISAX或AIAG网络安全框架，并建立信息安全意识计划以保护KA的数据，如果发生影响KA的网络安全事件，我们将在发现后的24小时内通知 itsecurity@ka-group.com。

4. Fair Market Behavior 公平市场行为

We will, as supplier to KA, comply with valid and applicable competition and antitrust laws. In particular, we as suppliers shall not conclude anti-competitive agreements with competitors, suppliers, customers or other third parties and will not abuse our dominant market position.

作为 KA 的供应商，我们将遵守有效且适用的竞争法和反垄断法。具体而言，我们作为供应商不得与竞争对手、其他供应商、客户或任何第三方签订反竞争协议，也不得滥用我们的市场主导地位。

5. Import and Export Controls 进出口管制

We will, as supplier to KA, comply will all valid and applicable laws when importing and exporting goods and services.

作为 KA 的供应商，我们将在进出口货物和服务时遵守所有有效且适用的法律法规。

6. Improper Payments 不正当支付

We will, as supplier to KA, not directly or indirectly offer, promise, accept or receive bribes, facilitation payments or other undue advantages in the purpose to obtain advantage in business.

作为 KA 的供应商，我们不会出于获取商业利益的目的，直接或间接提供、承诺、接受或收取贿赂、疏通费或其他不正当利益。

7. Hospitality and Gifts 招待和礼品

We will, as supplier to KA, recognize and follow Kongsberg's regulations for hospitality, gifts and expenses. Hospitality and gifts shall be modest and infrequent. Gifts may not exceed a value of 30 EUR. Hospitality and gifts may, under no circumstances, be offered or received under or in connection with contract bidding, evaluation or award.

作为 KA 的供应商，我们将遵守KA关于招待、礼品和费用的规定。招待和礼品应当适度且不频繁。礼品的价值不得超过30欧元。在任何情况下，都不得在合同招标、评估或授予过程中提供或接受招待和礼品。

8. Conflict of Interest 利益冲突

We will, as supplier to KA, not take part in or influence or attempt to influence any decision which can give rise to any actual or perceived conflict of interest.

作为 KA 的供应商，我们将不参与、不影响或试图影响任何可能导致实际或感知到的利益冲突的决策。

9. Human and Labour Rights 人权和劳动权利

We will, as a supplier to KA, set up policies and management systems to identify and effectively prevent, mitigate and escalate human and labour rights related risks. We ensure continual monitoring and enable transparent reporting on risk and breaches by request.

作为 KA 的供应商，我们将制定政策和管理系统，以识别并有效预防、减轻和报告与人权和劳动权利相关的风险。我们将确保持续监控，并在需要时提供透明的风险和违规情况报告

10. Discrimination 歧视

We will not, as supplier to KA, participate in or condone illegal discrimination of persons due to background like ethnicity, age, gender or religion. Further, we will treat all people with dignity and respect and not interfere unreasonably in the carrying out of their duties and responsibilities.

作为 KA 的供应商，我们不会参与或纵容因种族、年龄、性别或宗教等背景而进行的非法歧视。。我们将尊重每个人的尊严，给予所有人应有的尊重，并不无理干涉他们履行职责和责任。

11. Utilization of Children as Labor 雇佣童工

We will not, as supplier to KA, employ children below the age of 15 except as part of a governmental approved job training, apprenticeship or similar program.

作为 KA 的供应商，我们不会雇用 15 岁以下的儿童，除非是作为政府批准的职业培训、学徒或类似计划的一部分。

12. Forced Labor 强迫劳动

We will, as a supplier to KA, uphold the human rights of workers, treat them with dignity, and respect as understood by the international community. This applies to all our employees including temporary, migrant, student, contract, direct employees, and any other type of worker.

作为 KA 的供应商，我们将维护工人的人权，并根据国际社会的理解给予他们应有的尊严和尊重。这适用于所有员工，包括临时工、移民工、学生、合同工、正式员工以及其他任何类型的工人。

13. Ethical Employment 合道德的就业

We, as a supplier to KA, are committed to providing a safe and non-discriminatory work environment, upholding workers' rights to freedom of association and collective bargaining. Our policies prioritize fair wages, reasonable working hours, and the prevention of any form of harassment or discrimination. We are devoted to fostering a culture of respect and dignity for all employees.

作为 KA 的供应商，我们致力于提供安全且无歧视的工作环境，维护工人结社自由和集体谈判的权利。

我们的政策优先考虑公平工资、合理工作时间，并防止任何形式的骚扰或歧视。我们致力于为所有员工营造尊重与尊严并重的文化氛围。

14. Occupational Health and Safety Standards 职业健康与安全标准

We will, as supplier to KA, provide and maintain a safe workplace and take proactive measures to prevent occupational injuries and hazards. Further, we will implement effective emergency response procedures and maintain appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans. We will provide the employees with appropriate personal protective equipment and ensure machinery and equipment are properly safeguarded.

作为 KA 公司的供应商，我们将提供并维护一个安全的工作环境，采取积极措施预防职业伤害和危险。

此外，我们将实施有效的应急响应程序、配备/维护适当的火灾探测和灭火设备确保有充足的安全出口设施和恢复计划。我们将为员工提供必要的个人防护装备，并确保机械和设备得到妥善保护。

15. Climate Change 气候变化

We will, as a supplier to KA, take action regarding climate change; mitigate emissions and contribute to adaptation. We will contribute to transferring to a climate-neutral economy via green product and service development, environmentally responsible operation and by lowering the organization's carbon footprint. 作为 KA 的供应商，我们将采取行动应对气候变化，减少排放并促进气候变化适应。我们将通过开发绿色产品和服务、实施环保运营以及降低碳足迹，为实现气候中和经济做出贡献。

16. Environmental Standards 环境标准

We will, as supplier to KA, recognize and adhere to Kongsberg's environmental requirements based on national laws and regulations in line with ISO 14001 Environmental Management System. We will establish an environmental management system that effectively manages risks, conserves natural resources and protects the environment. Related efforts shall support reductions in energy use, water use, waste production, greenhouse gas emissions and air pollution. We are committed to biodiversity conservation and animal welfare, as well as responsible land use, water and forest conservation practices.

作为 KA 公司的供应商，我们将承认并遵守 KA 基于国家法律法规的环境要求，并与 ISO 14001 环境管理体系保持一致。我们将建立一个有效的环境管理系统，以管理风险、节约自然资源和保护环境。相关措施将支持减少能源消耗、水资源使用、废物产生、温室气体排放和空气污染。我们致力于生物多样性保护和动物福利，以及负责任的土地利用，水资源保护和森林管理实践。

17. Responsible Chemical Management 负责任的化学品管理

We will, as supplier to KA, adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances in products and manufacturing. Disclosure and labeling for the appropriate and safe use, proper handling, recycling and disposal is also required. In addition, we will collect data from material manufacturers for all components, identify all substances built in the final product, and initiate appropriate changes to achieve compliance and reduce risks.

作为 KA 的供应商，我们将遵守所有适用法律、法规和客户要求，特别是关于在产品和制造过程中禁止或限制使用特定物质的规定。同时，也需要对产品的适当和安全使用方我们还需对产品的适当和安全使用、正确处理、回收及处置程序进行披露和标识。此外，我们将从材料制造商处收集所有组件的数据，识别最终产品中包含的所有物质，并采取适当的措施以实现合规并降低风险。

18. Conflict Minerals and Extended Minerals 冲突矿产和扩展矿产

We will, as supplier to KA, adopt policies and management systems according to OECD guidelines to reasonably assure, that the conflict and extended minerals e.g. Tantalum, Tin, Tungsten and Gold (3TG), mica, cobalt etc. in the products we manufacture do not directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuses in the Democratic Republic of the Congo, an adjoining country or other known area of conflict. We understand and conform to expectations outlined in our Responsible Minerals Sourcing Position Statement (former Conflict Minerals Position Statement) and implement a corrective action plan with a reasonable timeline if needed.

作为 KA 的供应商，我们将根据经济合作与发展组织 (OECD) 的准则，制定并实施相关政策和管理制度，以合理确保我们制造的产品中所含的冲突矿产和扩展矿产（如钽、锡、钨和金 (3TG)、云母、钴等）不会直接或间接资助或惠及在刚果民主共和国、其邻国或其他已知冲突地区进行严重人权侵犯的武装团体。我们理解并遵守《负责任的矿产采购立场声明》（原《冲突矿产立场声明》）中所列的期望，并在必要时制定并执行合理时限的纠正行动计划。

19. Sustainable Supply Chain Management 可持续供应链管理

We will, as a supplier to KA, adopt policies and management systems to manage our environmental, social and ethical risks and performance in our supply chain. We set binding and ambitious sustainability

requirements toward suppliers and implement processes to review whether they meet those requirements. Furthermore, we strive for additional positive impact via supplier diversity and inclusivity initiatives, social investments and improving local employment, economic and social development and wellbeing.

作为 KA 的供应商，我们将制定并实施政策和管理系统，以管理供应链中的环境、社会和道德风险及表现。我们对供应商设定具有约束力的高可持续性要求，并建立流程以审查其是否符合这些要求。此外，我们还通过推动供应商多样性和包容性、进行社会投资，以及促进当地就业、经济和社会发展及福祉，努力产生更多积极影响。

CORRECTIVE ACTION RELATING TO REPORTED VIOLATIONS

与报告的违规行为有关的纠正行动

Where breaches of the Supplier Sustainability Manual are brought to the attention of Kongsberg Automotive, the supplier shall prepare an action plan outlining the remedial actions it will take to rectify the breach. Suppliers and stakeholders are encouraged to report violations against Kongsberg Automotive Supplier Declaration or Supplier Sustainability Manual. Anyone who in good faith reports concerns about compliance with the Kongsberg Automotive Supplier Declaration and the Supplier Sustainability Manual, or any other KA policy, will be protected against any sanction from KA and KA Personnel. The SpeakUp system of Kongsberg Automotive serves whistle blowing and grievance related reports as well.

如果康斯博格汽车发现有违反《供应商可持续发展手册》的行为，供应商应制定相应行动计划，详细说明为纠正违规行为而采取的补救措施。我们鼓励供应商和利益相关者举报违反康斯博格汽车《供应商声明》或《供应商可持续发展手册》的行为。任何善意举报康斯博格汽车《供应商声明》和《供应商可持续发展手册》或任何其他 KA 政策遵守情况的人，都将受到保护，不会受到康斯博格汽车及其员工的任何处罚。康斯博格汽车的 SpeakUp 系统还为举报和投诉相关报告提供服务。

Directly access the SpeakUp online portal to report:

直接访问 SpeakUp 在线门户网站进行举报：

<https://www.speakupfeedback.eu/web/miw3dr/>

Access related documents by visiting our web page at:

请访问我们的网页获取相关文件：

http://www.kongsbergautomotive.com/for_suppliers/

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Place: Date:
地址: 日期:

(Supplier's signature) (供应商签名)

Signer's name:
签署者姓名

Signer's title:
签署者职位:

Supplier's name:
供应商姓名:

Registered address:
注册地址

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Phone number:
电话号码:

E-mail address:
电子邮件地址: