

Zhejiang Huayou Cobalt Co., Ltd

Indigenous People Protection Policy

I Summary

Zhejiang Huayou Cobalt Co., Ltd. (hereinafter referred to as "Huayou Cobalt", "the Company" or "us") is committed to sustainable development worldwide and firmly believes that protecting the rights and interests of indigenous people is a key part of achieving this goal. The Company recognizes that indigenous groups have unique cultural, historical and social ties and deep ties to their traditional territories. The purpose of this policy is to clarify the Company's commitment to indigenous People's rights and provide a set of guidelines and operating procedures to ensure that our business activities respect and protect local culture, traditions, and lifestyles.

II Scope of Application

Prior to any new projects or business activities, we will conduct a detailed social impact assessment to identify local communities that may be affected. We will work with local communities, NGOs and government agencies to ensure accurate identification of all relevant Indigenous groups.

III Governance Structure and Responsibilities

3.1 The Board of Directors, as the highest responsible body, approves and fully supports the implementation of this policy; The ESG and Sustainable Development Management Committee is responsible for the interpretation, guidance and continuous improvement of this policy, and for monitoring and guiding the implementation of the policy.

3.2 The ESG and Professional Sustainability Team is responsible for the implementation of specific work items, integrating indigenous protection into daily operations, and reporting on the progress and effectiveness of work on a regular basis.

IV Our Commitment

4.1 We are committed to respecting the provisions of international and relevant national laws regarding indigenous rights.

4.2 We are committed to conducting an adequate social and environmental impact assessment prior to any activities that may affect indigenous communities.

4.3 We are committed to building long-term partnerships with indigenous communities to ensure that they receive benefits from the Company's activities.

V Principles of Indigenous Communication

When communicating with Indigenous People, we will follow the following principles (FPIC Principles):

1. **Respect:** We respect indigenous people's cultures, traditions and values and refrain from any actions that may infringe upon their rights and interests.
2. **Transparency:** We will communicate with local communities in a transparent and open manner. Before beginning any project that may affect local communities, we will ensure that Indigenous people have full rights to know about our business activities and impacts.
3. **Cooperation:** We will actively seek cooperation with local communities to promote sustainable development and win-win results.

VI Indigenous People Protection Initiative

1. **Social Impact Assessment:** Before undertaking any project that may affect indigenous communities, we will conduct a comprehensive social impact assessment to ensure that our activities do not cause irreversible damage to society.
2. **Cultural heritage protection:** We will consider the need for cultural heritage protection and avoid damaging any resources of cultural value.
3. **Resettlement of Indigenous People:** Due to business activities requiring relocation or resettlement of Indigenous People, we will conduct rigorous review and evaluation. We will ensure that the relocation or resettlement plan fully takes into account the needs and interests of the local communities and is fully consulted and communicated with them. We will obtain explicit consent from the Indigenous communities prior to any relocation or resettlement plan.
4. **Community engagement:** We will actively seek collaborative projects with Indigenous communities to support their economic and social development.

5. Training and Education: We provide training to our employees on indigenous culture and rights to increase their sensitivity and respect for issues.

VII Grievance Mechanism

We provide a variety of communication and grievance channels for indigenous people, including but not limited to complaint calls, reasonable suggestions, suggestion boxes, seminars, satisfaction surveys, and smooth channels for them to express their opinions or communicate with the company's management. For complaints, we will investigate and deal with them honestly, and properly protect the identity information of the whistle-blower. Any form of retaliation is strictly prohibited.

We will continue to improve the protection of indigenous rights and interests in accordance with national laws and regulations, FPIC principles, industry norms and customer requirements.

Huayou encourages stakeholders to make suggestions, opinions or complaints about the protection of indigenous people. Our reporting methods are published on the Company's official website and written into all external contract terms. Whistleblowers may report under their real names or anonymously by:

- Tel: 0573-88589103;
- E-mail:report@huayou.com。

VIII Supplement

This policy is effective from the date of approval by the Board of Directors, and we will regularly refine and update it to ensure that it meets the changing expectations of various stakeholders and adapts to changes in relevant guidelines and standards.