

协会反腐败、反商业贿赂承诺书

The Association's Commitment to Anti-Corruption and Anti-Commercial Bribery

日期：2024 年 1 月 1 日

DATE: January 1, 2024

致：全体理事、管理人员、员工和劳务人员

TO: Executive Members, Officers, Employees and Contract Employees

主题：关于反腐败、反商业贿赂的理事会承诺声明

SUBJECT: Anti-Corruption and Anti-Commercial Bribery Compliance Board of Directors Commitment Statement

国际氢能燃料电池协会及其分支机构（统称“协会”）完全致力于遵守所有可适用的反腐败、反商业贿赂法律法规。协会已经并将继续投入大量资源，确保在全球范围内遵守可适用的反腐败、反商业贿赂法律法规。

The International Hydrogen Fuel Cell Association and its affiliates and branches (collectively, “the Association”) are fully committed to complying with all applicable anti-corruption and anti-bribery laws and regulations. The Association has committed and will continue to commit substantial resources to ensure compliance with applicable anti-corruption and anti-bribery laws and regulations around the world.

协会将打造一流的反腐败、反商业贿赂合规体系。过去的一年，协会在反腐败、反商业贿赂合规方面取得了重大突破，并将继续在此基础上进一步加强自身反腐败、反商业贿赂合规项目。支持此项工作，人人责无旁贷。

The Association's goal is to have a best-in-class anti-corruption and anti-bribery compliance system. The Association has made significant breakthroughs in anti-corruption and anti-bribery compliance in the past year and will continue to build on this foundation to further strengthen its own anti-corruption and anti-bribery compliance program. It is the responsibility of every individual to fully support this effort.

请阅读协会 2023 年的反腐败、反商业贿赂合规指引，遵循并理解该政策的要求。全体理事、管理人员、员工和劳务人员都必须遵守所有可适用的反腐败、反商业贿赂法规以及协会为确保合规而颁布的政策和流程。在任何情况下，任何员工或实体均不得代表协会实施违反适用的反腐败、反商业贿赂法律法规的活动。

Please read the International Hydrogen Fuel Cell Association's 2023 Anti-Corruption and Anti-Bribery Compliance Risk Prevention Guideline and follow and

understand the requirements of the Guideline. All directors, officers, employees, and contract employees must comply with all applicable anti-corruption and anti-bribery laws and regulations as well as all policies and procedures promulgated by [the Association] to ensure compliance. Under no circumstances will activities be allowed to be made contrary to applicable anti-corruption and anti-bribery laws and regulations by any employee or entity on behalf of the Association.

违反适用的反腐败、反商业贿赂法律法规将为协会及相关责任人招致严重的后果，包括行政罚款、被列入限制性清单，甚至刑事责任，使个人和协会的声誉遭受损害。任何理事、管理人员、员工和劳务人员，如若被发现违反适用的反腐败、反商业贿赂法律法规，除需要承担法律责任外，还将受到协会的纪律处分，最高可至（包括）解除劳动关系。

Violations of the anti-corruption and anti-bribery laws and regulations may result in serious consequences for the Association and responsible individuals, including administrative fines, placement on a restricted list, and even criminal liability, as well as damage to the individual's and the Association's reputation. Any director, officer, employee, or contract employee found to be in violation of the applicable anti-corruption and anti-bribery laws and regulations will be subject to disciplinary actions by the Association, up to and including termination of employment, in addition to legal responsibilities.

合规不仅守护价值，还能创造价值。通过每位员工对反腐败、反商业贿赂合规的奉献与谨慎，协会一直在为我们的会员、员工以及行业创造价值。请您务必严肃地对待此事，并上报您所发现的任何腐败、贿赂情势或潜在违规行为。如果您发现了违规情势或者您就改进合规计划有任何建议，请与综合管理部的同事联系或拨打举报热线。

Compliance not only protects value, it also creates value. The Association has been building its value for our members, employees, and the industry, through the dedication and vigilance to anti-corruption and anti-bribery compliance of each employee. I ask each of you to continue to take this matter very seriously and to continue to report all anti-corruption and anti-bribery compliance concerns, questions, or potential violations that you identify. If you notice potential violations, or if you have suggestions to improve our compliance program, please contact officers at Integrated Management Department or dial the reporting hotline.

International Hydrogen Fuel Cell Association

