

合规管理承诺书

The Executive Board's Commitment to Compliance Management

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：关于合规管理的承诺声明

SUBJECT: The Executive Board's Commitment Statement on Compliance Management

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合规管理法律法规。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合规管理法律法规。

The International Hydrogen Fuel Cell Association and its affiliates and branches (collectively, the “Association”) are fully committed to compliance with all applicable compliance management laws and regulations. The Association has devoted and will continue to devote significant resources to ensure compliance with applicable compliance management laws and regulations worldwide.

协会将打造一流的合规管理体系。过去的一年，协会在合规管理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合规管理能力。支持此项工作，人人责无旁贷。

The Association build a first-class compliance management system. The Association has made significant breakthroughs in compliance management in the past year and will continue to build on this foundation to further strengthen its own compliance management ability. It is the responsibility of every individual to fully support this effort.

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合规管理法规以及协会为确保合规而颁布的政策和流程，包括协会 2023 年的合规管理手册。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合规管理法律法规的活动。

Please read the Association's 2023 Compliance Management Manual, and follow and understand the requirements of the manual. All directors, officers, employees, and contract employees must comply with all applicable compliance management 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 compliance management laws and regulations by any employee or entity on behalf of the Association.

违反适用的合规管理法律法规将为协会及相关责任人招致严重的后果，包括民事责任、行政罚款，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合规管理法律法规，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 compliance management laws and regulations may result in serious consequences for the Association and responsible individuals, including civil fines, and even imprisonment, as well as damage to the individual's and the Association's reputation. Any director, officer, employee, or contractor found to be in violation of the applicable compliance management 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, but it also creates value. The Association has been building its value for our members, employees, and the industry, through the dedication and vigilance to compliance of each employee. I ask each of you to continue to take this matter very seriously and to continue to report all or potential violations that you identify. If you have any questions concerning potential violations, or if you have suggestions to improve our compliance program, please contact colleagues at Integrated Management Department or dial the reporting hotline.

International Hydrogen Fuel Cell Association

