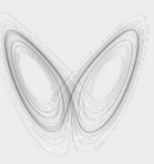




Alpine Renewables Code of Conduct Year 2025

Journey to sustainability



MESSAGE FROM THE CEO

Welcome to our Code of Conduct. It is prepared for everyone to guides us on our daily decision-making process and remain true to our core values and business principles. We adhere to rules and ethics; compliance is considered to be everyone's responsibility.

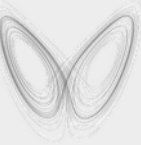
This Code of Conduct is in accordance to the UN Global Compact's ten principles and supports our vision of being the top 3 supplier of sustainable energy raw and processed materials from Asia, adhering to strict sustainability guidelines for the betterment of both environmental and social conditions for our future generations.

We strive to improve every aspect of the business, making sure that this Code of Conduct are followed by us and our partners in daily operations and decision making. We take ownership and responsibility for our work to enable our goal of building a more sustainable future.

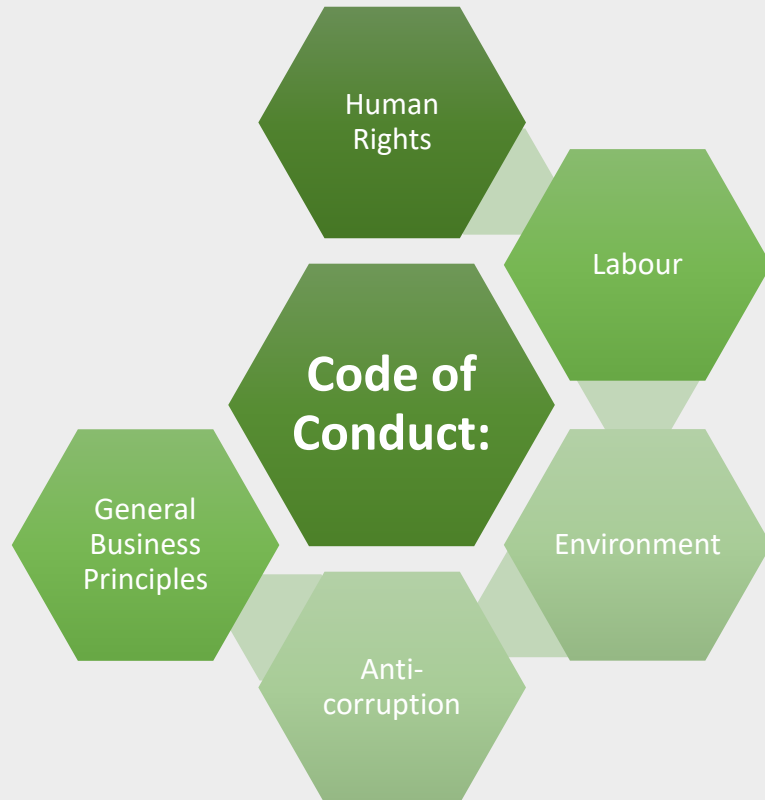
We thank you for your commitments towards our Code of Conduct.

Steven Chiang
Group Chief Executive Officer

The Code of Conduct is designed to help every one of us to make the right decisions and remain true to our core values and business principles. We adhere to rules and ethics; and compliance is considered to be everyone's responsibility.



Alpine Renewables Code of Conduct



The Code of Conduct will set the foundation rules for us and our partners.

It is everyone's responsibility at Alpine to be familiar with the Code of Conduct and respect its principles in all daily operations.

This Code of Conduct shall guide us through our daily decision making and encourage responsible action.

In Addition to our Code of Conduct:

- Alpine Renewables Human Rights Policy
- Employee Guide to the Code of Conduct
- Business Partner Guide to the Code of Conduct



Values of Company



Integrity

The quality of being honest and having strong moral principles/ moral uprightness.



Respect

A feeling of deep admiration for someone or something elicited by their abilities, qualities, or achievements.



Commitment

The state or quality of being dedicated to a cause, activity, etc.



Trust

Believes that people are honest and sincere and do not intend to harm him or her.



Responsibilities

The state or fact of having an obligation to handle something or have control over a given job.



Fighting Spirit

Courage and determination expressed in a willingness to fight or struggle.



Honesty

In a truthful, fair, or honorable way.



Initiative

The ability to assess, approach and act on situation independently.

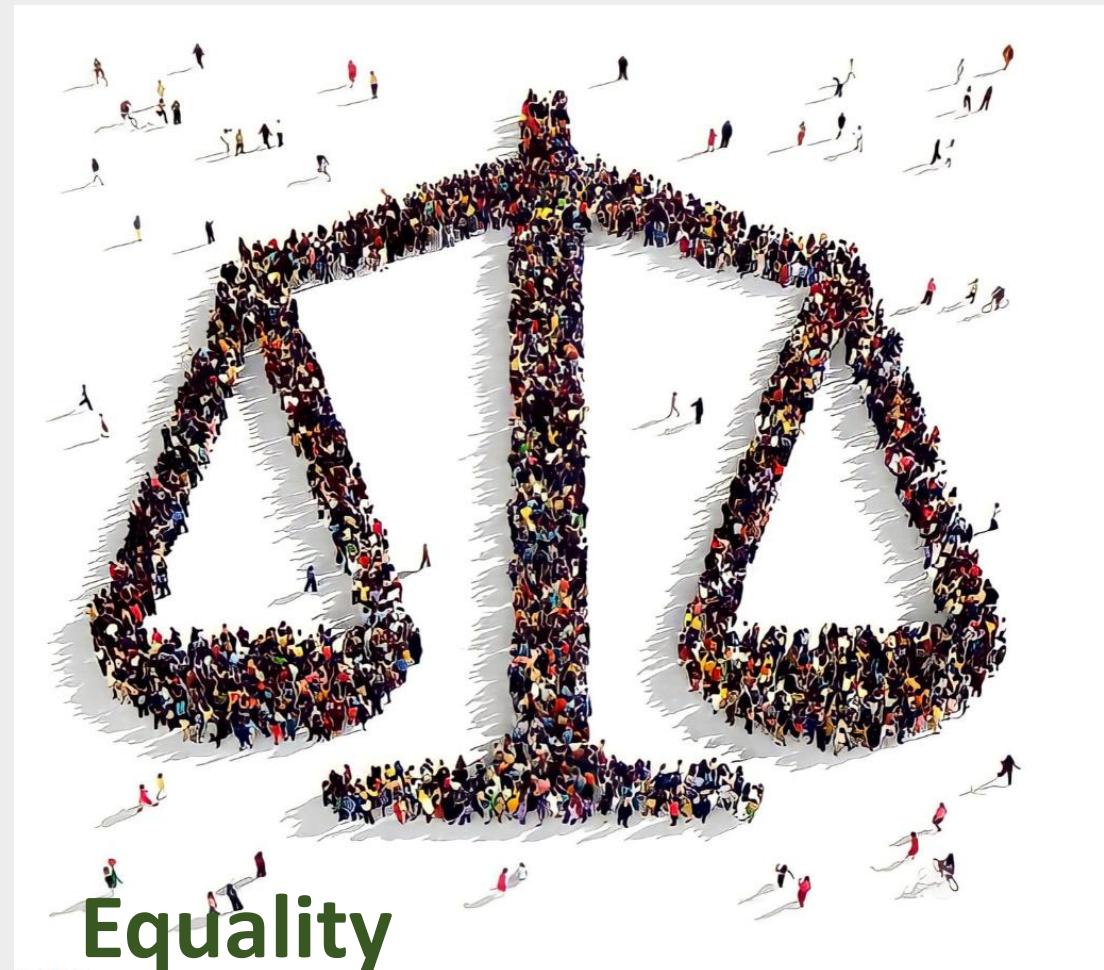
1. Human Rights

- **We support and respect the protection of internationally proclaimed human rights.**

We are committed to respecting internationally recognized human rights. We uphold the freedom of association and effective recognition of the right to collective feedbacks, eliminate all forms of forced and compulsory labor, and abolish child labor. We also strive to promote human rights in our associations and encourage our partners to do the same

- **We ensure that we are not complicit in human rights abuses.**

Preventing human rights abuses is important to us. We encourage all our stakeholders, employees, partners and communities to react immediately if they observe human rights abuses. We take steps to avoid human rights violations in our sphere of influence and make sure that all our operations do not contribute to human rights abuses



Race, Religion, Gender



2. Labour

- **We uphold the freedom of association and the effective recognition of the right to collective feedbacks.**

We respect the right of all our employees and workers to freely and voluntarily establish and join a trade union of their choice for the promotion and defense of their occupational interests, without fear of intimidation or reprisal, in accordance with national law. We aim to improve the climate in labor management relations, especially within countries without an adequate institutional and legal framework for recognizing trade unions and for collective bargaining.

- **We uphold the elimination of discrimination in respect of employment and occupation.**

Our operations are based on Alpine's core values and our behavior towards each other is professional and fair. The responsibility of treating everyone equally in entire of our workplace community.

We do not discriminate against anyone based on race, gender, sexual orientation, religion, ethnic origin, citizenship status, age, health, or any other condition that could lead to discrimination. We value each other's work and respect each other's individuality.

We will not tolerate any action, conduct or behavior which is humiliating, intimidating or hostile.



Labour

- **We ensure the safety of our operations, products and solutions and the integrity of our services.**

In Alpine, everyone is an assets to the company. We are committed to offering a safe working environment for all people. We do not tolerate any form of abuse, and we are committed to respecting our employees' and business partners' privacy and the confidentiality of personal data.

We are also committed to contributing to the safety of our suppliers' employees by offering safety training and sharing knowledge.

Value Diversity & Equal Opportunities

3. Environment

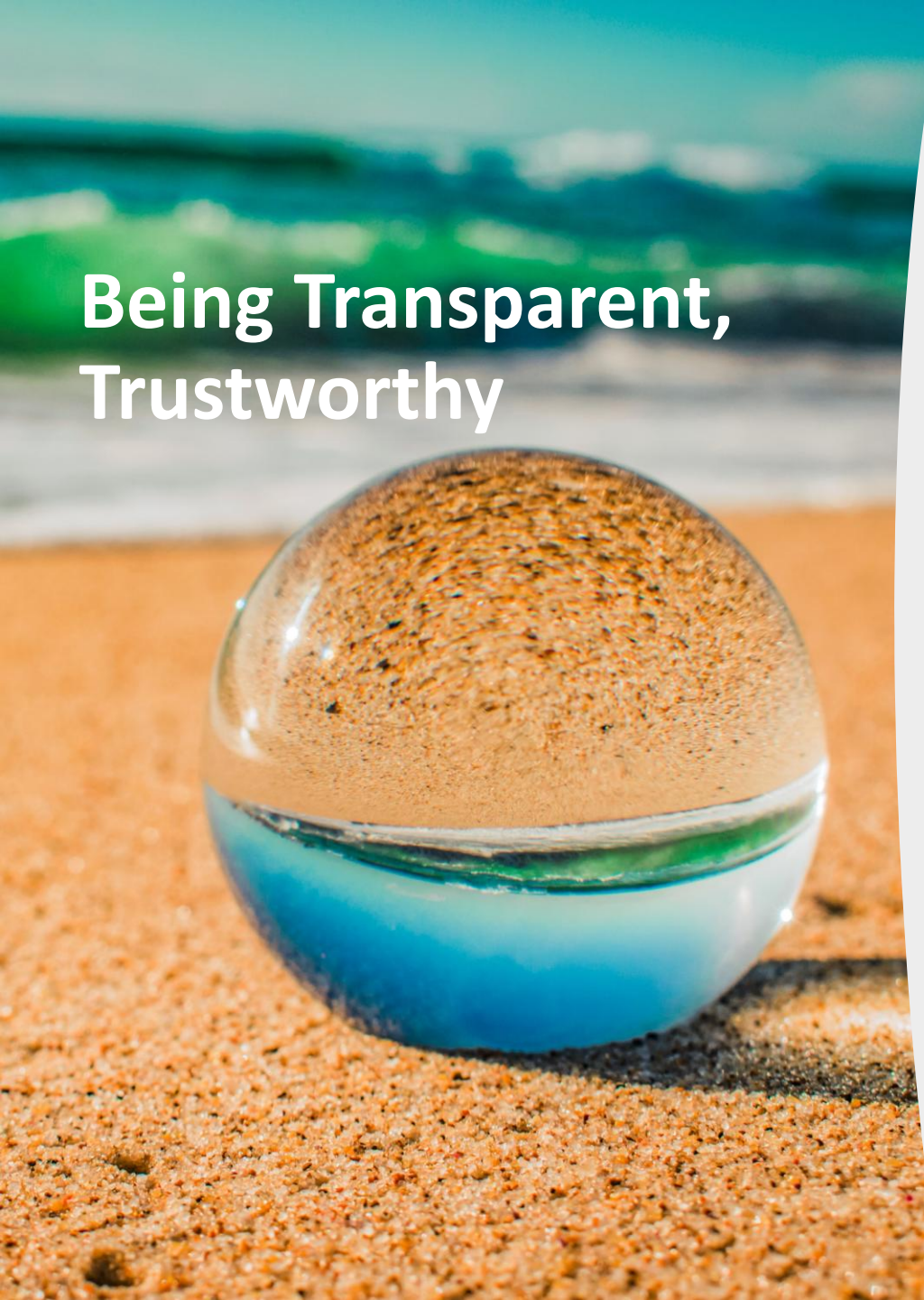
- **Caring for the environment.**

We support a precautionary approach to environmental challenges. We recognize and monitor the environmental impact of our operations. We work to prevent any adverse effects and actively seek practices with positive impacts. We comply with all relevant environmental legislation and regulations as well as applicable standards if there are no official regulations.

We undertake initiatives to promote greater environmental responsibility. We are committed to continuous development of environmental requirements and cooperation concerning environmental issues. We support every employee's responsibility for environmental protection. We communicate on environmental matters transparently to our partners.

Loving our planet





Being Transparent,
Trustworthy

4. Anti-Corruption

- **We work against corruption in all its forms, including extortion and bribery.**

At Alpine, we build relationship based on our value of trust, and we are determined to maintain and enhance our reputation. For this reason, we never accept or pay bribes to advance our actions.

We act in the best interest of our company, and do not let our personal or related party interests to influence our decision making.

Gifts of moderate value and hospitality associated with our business operations are acceptable. Employees who receive or give cooperate gifts, are required to appropriately assess the values, grounds, and need for such gifts or representation. We hold the basic principle of making decisions on commercial grounds, respecting the laws of the countries where we operate.

5. General Business Principles

1. We comply with relevant laws and standards, and we expect the same measures from our partners.

- We act in compliance with all relevant laws and regulations in the context of each operation and country of operation. Everyone willing to conduct business with us, regardless of the country they operate in, shall respect the same legal principles. These are considered as the minimum standards, and we strive to go above and beyond whenever possible. We therefore choose to follow voluntary principles as outlined in our company policies, which our partners are also expected to respect.

2. We do not participate in political nor religious activity as a company.

- We actively engage in societal discussions but do not offer financial support to political parties and entities associated with them or make any direct or indirect political or religious contributions.

3. We promote good corporate governance.

- We avoid conflicts of interest between the company and any individual. Employees safeguard company assets and use them in the best possible way towards the attainment of company goals. We discourage employees from holding management positions in commercial corporations outside the company and shall prohibit any company employee from accepting such a position if that would create a conflict of interest with the employee's job duties in the company. We hold to the basic principle of employees complying with valid local legislation on competition restriction.

4. We commit to operating openly and transparently.

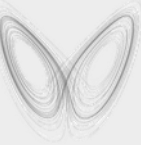
- We communicate our operations and discoveries transparently and openly. We choose to discuss the cases of non-compliance. We encourage our stakeholders to ask questions, make proposals as well as actively bring up non-compliances.

5. We react to non-compliance

- Our stakeholders shall react immediately if they observe any action contravening this Code of Conduct or legislation. Immediate notifications of non-compliances enable management to take corrective actions and remediating the impact of non-compliances. All notifications of non-compliances should be made in good faith.
- Notifications can be emailed to: general@alpinerenewables.com



Alpine is committed in solving renewable energy challenges while creating positive societal impact.



Business Principles

Do not hesitate to seek guidance. If you are not sure about an action or a decision, ask yourself:

- ☐ Is it legal?
- ☐ Am I comfortable with this?
- ☐ Does it harm our employees, brand or other stakeholders?
- ☐ Does it do harm to the environment and society?

Report any irregularities anonymously:

Email: general@alpinerenewables.com



The Ten Principles of the UN Global Compact
<https://unglobalcompact.org/what-is-gc/mission/principles>