Jushi adheres to the management philosophy of "pursuing harmony, maintaining steady operations, standardizing procedures, implementing meticulous management, and fostering innovative development." To ensure a safe supply chain working environment, protect the legitimate rights and interests of employees, fulfill environmental responsibilities, uphold business ethics, support suppliers that align with social and environmental sustainability policies, and require suppliers to provide support and commitment in the following aspects , we hereby establish this Supplier Code of Conduct. The Code is outlined as follows:

1.Laws and Regulations

Suppliers shall fully comply with all applicable laws and regulations in the countries/regions where they operate.

2. Environment

1 Suppliers shall establish appropriate corporate social responsibility audit systems to assess and minimize the environmental impact of their operations. Products supplied must comply with environmental regulations such as the EU RoHS Directive and EU REACH.

2 Suppliers shall make efforts to reduce energy consumption, improve energy utilization efficiency, reduce greenhouse gas emissions, and proactively address climate change issues.

3 Suppliers shall strive to improve resource utilization efficiency, explore the possibility of waste recycling and reuse, and reduce water resource consumption.

4 Suppliers shall reduce pollutant emissions and eliminate environmental violations.

5 Suppliers shall protect land and forest resources, protect natural ecology and biodiversity, and focus on reducing the impact of production and operation on the ecological environment and natural resources.

3. Labor

1 Suppliers shall not employ child labor below the legal working age.

2 Suppliers shall not subject employees to forced labor, coerced labor, or debt bondage in any form.

3 Suppliers shall ensure humane treatment of employees and prohibit any cruel, inhumane, or degrading treatment.

4 Suppliers shall support and respect the protection of human rights within our areas of influence.

5 Suppliers shall respect freedom of association where permitted by domestic law and recognise the right to collective bargaining by employees.

4. Compensation and Working Hours

1 Suppliers shall provide written employment contracts that meet the legal requirements of the countries/regions where they operate.

2 Suppliers shall provide employees with favorable working conditions, including reasonable working hours, salary levels that enable them to sustain their basic livelihood, and welfare benefits that comply with local laws and regulations.

3 Suppliers shall pay wages to employees on time.

4 Suppliers shall pay legally mandated overtime compensation in accordance with local laws and regulations, and working hours shall not exceed statutory limits.

5. Labor Relations

Suppliers shall establish open internal communication mechanisms, allowing employees to express concerns to management through effective channels.

6. Health and Safety

1 Suppliers shall comply with all applicable health and safety laws and regulations.

2 Suppliers shall implement health and safety management systems, clearly display equipment operating procedures and hazard warnings in the workplace to prevent

injuries or illnesses, ensure employee safety, and promote physical well-being. Where

5 Suppliers must strictly oppose all forms of money laundering activities and take measures to ensure that every economic and financial business can be traced.

We hereby acknowledge receipt and understanding of this Jushi Supplier Code of Conduct.

Company Name (Seal):

Signature of Legal Representative or Authorized Agent:

Date: