

## **MINISO Supplier Code of Conduct**

In order to clarify the core values of MINISO and to ensure the cooperation be in compliance with laws and regulations and social responsibility, MINISO has entered into a Supplier Business Conduct Agreement with its Suppliers. The agreement primarily consists of five sections: Anti-Money Laundering, Anti-Corruption, Anti-Monopoly and Anti-Unfair Competition, Labor Rights, and Environmental Protection.

### **I. Anti-money laundering**

1.1 Suppliers represents and warrants that the resources as well as the source of the resources to be used to fulfill the Supply Agreement, are derived from lawful activities. Suppliers warrants that it is not included in any anti-money laundering list of any country, region or international organization.

### **II. Anti-corruption**

2.1 Suppliers represents and warrants that when engaging in any activity, it has strictly complied and will strictly comply with all anti-corruption and anti-bribery laws and regulations applicable to MINISO and MINISO's affiliates, including but not limited to Chinese anti-corruption and anti-bribery laws and regulations (e.g., the Criminal Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China, etc.). In addition, at the request of MINISO, suppliers shall accept and cooperate fully in anti-bribery and anti-corruption trainings and audits of MINISO.

2.2 Suppliers represents and warrants that it and any of its affiliates have not and shall not make, authorize offer, or promise to make, any improper payment or improper transfer of anything of value to any recipient, whether directly or indirectly, for purposes of obtaining or influencing government official's (including (1) any elected official, civil servant, military personnel, officer or employee of a government (including sub-national and local governments) or any department, agency or instrumentality thereof; (2) any person acting in any official capacity on behalf of a government or any department, agency or instrumentality thereof; (3) any officer or employee of a public international organization; (4) any candidate for political office in a government; (5) all close relatives of any of the above-described categories, including spouses, children, siblings or other immediate family members) actions or decisions, or securing any improper advantage in connection with the Master Supply Agreement, or engage in acts or transactions otherwise in violation of anti-bribery or anti-money laundering laws of any relevant jurisdiction.

2.3 Suppliers further undertakes to fully inform any sub-contractor, agent, affiliate of such standards and practices and to require their strict compliance with these laws, rules regulations and generally accepted industry standards.

### **III. Anti-Monopoly and Anti-Unfair Competition**

Suppliers shall strictly comply with all applicable anti-monopoly and anti-competition laws and regulations and shall not engage in any form of improper conduct that constitutes price fixing, market allocation, output restriction, or any other act of unfair competition.

#### **IV. Labor Rights**

4.1 Respect for Human Rights: Suppliers shall respect internationally recognized human rights standards, shall not engage in or support any violation of human rights, and shall respect the dignity, privacy and rights of every human being.

4.2 Prohibition of Child Labor: Suppliers shall not employ child labor. The term "child" refers to a person under the age of 16 or under the local legal minimum age for employment as defined by local regulations. Even if the young person employed does not meet the definition of "child" above, Suppliers must comply with any relevant laws and regulations regarding such persons.

4.3 Prohibition of Forced or compulsory labor: Suppliers shall not employ any forced or involuntary labor, whether in form of prison labor, slave labor, indentured or otherwise, and shall not allocate the Products to such labor for production.

4.4 Prohibition of Coercion and harassment: Suppliers shall treat each employee with dignity and respect, and shall not use corporal punishment, threats of violence or other forms of physical, sexual, psychological or verbal abuse or harassment.

4.5 Non-discrimination: Suppliers shall not discriminate against an employee in hiring and employment practices, including salary, benefits, promotion, discipline, termination or retirement, on the basis of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, political opinion or disability.

4.6 Anti-Harassment: Suppliers shall comply with all applicable laws against harassment and abuse, and shall ensure a comprehensive prohibition of any harassing conduct within its operations, including but not limited to sexual harassment, mobbing, and bullying.

4.7 Freedom of Association: Suppliers shall respect the right of employees to associate, organize and bargain collectively in a lawful and peaceful manner, without penalty or interference.

4.8 Health and safety: Suppliers shall provide a safe and healthy workplace for its employees in accordance with all relevant laws, regulations and rules.

4.9 Remuneration Rights and Benefits: Suppliers shall comply with all laws and regulations relating to wages and hours of work, including those relating to minimum wage, overtime and maximum hours of work, and shall provide the benefits required by laws, and Suppliers shall pay its employees for overtime work at the premium rate as it is legally required or, if there is no legally prescribed premium rate, at a rate at least equal to the regular hourly rate of wages.

4.10 Environmental Protection: Suppliers shall comply with all laws, regulations and rules

relating to environmental protection.

## **V. Environmental Protection**

5.1 Environmental Protection: Suppliers shall comply with all laws, regulations and rules relating to environmental protection.

5.2 Reduction of Greenhouse Gas Emissions and Energy Consumption: MINISO calls upon Suppliers to take proactive measures to reduce greenhouse gas emissions and lower energy consumption, including but not limited to utilizing clean and renewable energy sources, optimizing production and logistics processes, upgrading to energy-efficient equipment, and reducing energy waste.

5.3 Pollution Prevention and Waste Management: Suppliers shall comply with applicable environmental laws and regulations and shall actively implement measures for pollution prevention and waste management, including controlling pollutant emissions, properly classifying and disposing of various types of waste, and conducting environmental protection training.

5.4 Reduction of Resource Consumption: MINISO calls upon Suppliers to improve resource efficiency by optimizing processes, utilizing environmentally friendly materials and clean technologies, and reducing the consumption of raw materials, water and energy.

5.5 Protection of Biodiversity, Deforestation and Land Protection: MINISO calls upon Suppliers to actively protect biodiversity, avoid conducting operations within or impacting globally or nationally significant ecological areas, and prevent land degradation and habitat destruction.

MINISO reserves the right to interpret this Code of Conduct.