

DONKEY REPUBLIC

Supplier's Code of Conduct

Version no. 1 2024

Adopted by the board of directors on

March 2024

Overview

Donkey Republic provides sustainable mobility solutions to urban areas, to improve public health, space utilisation and congestion, as well as reducing noise pollution, and the release of greenhouse gas emissions into the atmosphere. We provide a better alternative transportation mode and we aim to deliver a high quality bike-sharing service, with a sustainable lifecycle approach to our operations and production of vehicles. Please visit our website at: <https://www.donkey.bike/about/>

Purpose

At Donkey Republic we consider responsibility to be a two-fold concept consisting of being environmentally sustainable in what we do as well as acting socially responsible towards our stakeholders, this includes respect for universally recognised principles on human rights including labour rights, the environment, and anti-corruption. The purpose of this Code of Conduct is to ensure that our suppliers operate in accordance with internationally recognised minimum standards on human rights.

Scope

Donkey Republic therefore expects suppliers to establish systems to avoid and address adverse impacts on the following minimum standards. We seek that our suppliers across our business operations adhere to our Code of Conduct, which follows the UN's Global Compact initiative in the areas of human rights, labour standards, the environment and

anti-corruption - UN Ten Principles¹, the UN's Sustainable Development Goals (SDGs)², The International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work³ and the UN Guiding Principles for Business and Human Rights⁴.

Donkey Republic acknowledges the risks within the mineral value chain associated with labour & human rights, the environment and anti-corruption, and therefore we are committed to address these risks throughout our Lithium-Ion battery supply chain to the highest sustainability level. Specifically, we will adhere to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict - Affected and High Risk Areas⁵.

Our commitment and expectations to our suppliers

Suppliers must respect all human & Labour rights (please refer to the Appendix section for a more comprehensive list). We will highlight below those we believe are most relevant to the Donkey Republic Supply Chain. Donkey Republic expects our suppliers to establish a process of continuous due diligence improvement in relation to adverse impacts on Human & Labour rights. The Code of Conduct can be understood as a tool for cooperation and dialogue between our supply chain partners about improving systems to manage adverse impacts on human rights including, labour rights, the environment, and anti corruption.

Human and Labour Rights

No Child Labour - The Suppliers does not directly or indirectly employ individuals below the minimum age permitted by local law nor below the minimum age of 15, unless exceptions under ILO's Minimum Age Convention No. 138 Article 6-7 apply. This means the supplier does not engage in any form of child labour and subject them to physical or mental harm.

¹ <https://www.unglobalcompact.org/what-is-gc/mission/principles>

² <https://sdgs.un.org/goals>

³ <https://www.ilo.org/global/lang-en/index.htm>

⁴ <https://www.ungpreporting.org/framework-guidance/>

⁵ <https://www.oecd.org/daf/inv/mne/OECD-Due-Diligence-Guidance-Minerals-Edition3.pdf>

No forced labour. No human trafficking - The suppliers are not engaged in the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, abduction, fraud, deception, or abuse of power or a position of vulnerability. The supplier is strictly forbidden to force, bond or involuntary prison labour any individual, and must respect the employees own free will.

Non-Discrimination - The supplier's employees are free from discrimination at the workplace, based on age, gender, marital status and civil partnership, pregnancy or maternity, race, ethnicity, religion or belief, sex or sexual orientation, or social standing, or any other status protected under law. It applies to all areas of employment including recruitment and career development. The Supplier hires, promotes and compensates employees based on the individual's performance and equal pay is received for equal work.

Fair working hours and wages - The suppliers complies with local law regarding working hours per day and the amount of days worked in a week, including compliance with minimum wage and overtime requirements.

Health and Safety - Suppliers provide a safe, clean and healthy work environment subject to all applicable laws. Employees are provided with safety training when appropriate to avoid accidents and harm at the workplace, as well as preventive control measures, or protective equipment when needed.

Freedom of association to join trade unions - The Supplier respects the employee's rights to join, form or organise trade unions in compliance with local law.

Respect ethics in Material usage - Suppliers relevant to the battery supply chain are expected to adhere to the OECD's Due Diligence Guidance for Responsible Supply Chains of Minerals. **Suppliers will adhere to regulations regarding the prohibition or restriction of using raw materials sourced from conflicted zones.**

Environmental

Comply to Environmental Regulations - The supplier complies with local laws and regulations concerning the environment and fulfils all applicable environmental permits, approvals and registrations to operate in respect to the organisation's size.

Address climate change & respect the environment - The supplier shall work towards making their processes energy and water efficient, to optimise their natural resource consumption. Such methods include but are not limited to pollution prevention, solid waste management, treating wastewater and reduction of greenhouse gas emissions.

Prevent environmental hazards & pollution - Suppliers shall identify hazardous materials and ensure their safe handling, transportation, reuse, recycling and disposal.

There is an obligation to the supplier to inform Donkey Republic as soon as possible in the event a significant environmental incident occurs within the operations and activities to deliver on behalf of Donkey Republic.

Anti-corruption

The Supplier does not engage in any corrupt behaviour including fraudulent practice, coercion, collusion, unethical practice, tax evasion, nor obstruction such as falsification of documents. It must be communicated to Donkey Republic in the event the supplier becomes aware of any such behaviour.

Donkey Republic does not accept any type of gift above EUR 50.00 or equivalent, or EUR 100.00 per year from any supplier. Cash gifts will not be accepted.

Compliance with our Supplier Code of Conduct

Where there are differences between the terms of this code and national laws, suppliers shall adhere to the higher requirements. Donkey Republic expects the Supplier to update their own policies and practices to adhere to them.

Donkey Republic reserves the right to verify compliance with this Code of Conduct and aim for continuous improvement, including site visits and inspections by Donkey Republic or designated agents, and self assessments if deemed necessary.

In case of suspicion of any violation towards this Code of Conduct, or violation of applicable laws or regulations, the Supplier must notify Donkey Republic of the affairs as soon as possible and describe how and what the Supplier will correct to operate in a responsible manner. Supplier's failure to comply or lack of commitment to resolve any



issue raised in relation to this is considered a valid reason for Donkey Republic to terminate the contract.

Anyone who believes that a Supplier or employee of Donkey Republic, or anyone acting on Donkey Republic's behalf has violated this Code of Conduct may report to Donkey Republic directly at our Whistleblowing channel found at: <https://invest.donkey.bike/esg/>

No adverse action is to be taken against an employee or supplier who reports, or participates in the investigation of a possible violation of a company's code of conduct, unless the complaint or report is deliberately false.

Contact

Donkey Republic's **Head of Supply Chain Management** is responsible for sourcing and is the owner of the Supplier Code of Conduct and will be responsible for reviewing the Supplier Code of Conduct on a regular basis and proposing updates or amendments as deemed necessary. The Board of Directors shall annually review, and if relevant update, this code.

Any questions related to this Code of Conduct can be addressed to **Head of Supply Chain Management** - [Marzooq Mohammed](mailto:mm@donkeyrepublic.com) at email: mm@donkeyrepublic.com and/or ESG & Corporate Communication manager at: esg@donkeyrepublic.com

The Supplier's Code of Conduct has been reviewed by Donkey Republic Board in March 2024 and it will be reviewed on an annual basis. The policy will be available on the Company's website at: <https://invest.donkey.bike/esg/>



Supplier Declaration

We, the Supplier, hereby confirm that:

We have read, understood and agreed to the terms laid out in Donkey Republic Supplier´s Code of Conduct. In the event of a breach of conduct we will inform Donkey Republic immediately.

Where appropriate, we will communicate the terms of the Donkey Republic Supplier´s Code of Conduct to employees, sub-contractors and any other relevant subjects.

Upon request, we will provide Donkey Republic the relevant documentation to show we comply with the terms. Please sign and return the Supplier Declaration via email to esg@donkeyrepublic.com and mm@donkeyrepublic.com

Donkey Republic
Skelbækgade 4, 4.th
1717 København V
Danmark

Signing to this:

Date

Name of company

Full name of signatory

Title of signatory

Signature

Appendix: Principles and standards

Suppliers are expected to manage adverse impacts on internationally recognised human rights including labour rights as stated in the International Bill of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines on Multinational Enterprises.

Human rights including labour rights

The Human rights including labour rights principles listed below should as a minimum be managed.

Manage potential and actual adverse impacts on:

1. Right to self-determination (indigenous peoples rights)
2. Right to non-discrimination
3. Right to work (training, contract and termination)
4. Right to enjoy just and favourable conditions of work (including equal pay for equal work, a living wage (minimum wage), safe and healthy working conditions, equal opportunities for everyone to be promoted, and rest, leisure and paid holidays)
5. Right to form and join trade unions and the right to strike
6. Right to social security, including social insurance
7. Right to family life (including protection of mothers before and after childbirth)
8. Right to adequate standard of living (including adequate food and its fair distribution, adequate clothing, adequate housing, and water and sanitation)
9. Right to health
10. Right to education
11. Right to take part in cultural life, to benefit from scientific progress, material gains from inventions, and moral rights of authors (protection of copyrights)
12. Right to life
13. Right not to be subjected to torture, cruel, inhuman and/or degrading treatment or punishment
(including free, prior and informed consent to medical or scientific experimentation)
14. Right not to be subjected to slavery, servitude or forced labour
15. Right to liberty and security of person
16. Right of detained persons to human treatment
17. Right not to be subjected to imprisonment for an inability to fulfil a contract
18. Right to freedom of movement
19. Right to aliens to due process when facing expulsion (seeking asylum)
20. Right to a fair trial
21. Right to be free from retroactive criminal law
22. Right to recognition as a person before the law
23. Right to privacy

24. Right to freedom of thought, conscience and religion
25. Right to freedom of opinion and expression (including freedom of information) 26. Right to freedom from war propaganda, and freedom from incitement of racial, religious or national hatred
27. Right to freedom of peaceful assembly
28. Right to freedom of association
29. Right to protection of the family and the right to marry
30. Right to protection of the child and right to nationality
31. Right to participate in public affairs
32. Right to equality before the law, equal protection of the law and rights of non-discrimination
33. Rights of minorities (culture, religious practice and language)

2. Environmental principles

The Environmental principles listed below should as a minimum be managed.

Environmental principles that suppliers must manage:

1. Demonstrate continuous improvements of the overall environmental performance related to its operations.
2. Have basic management tools in place, consolidated at top management level and have a designated person responsible for coordination of environmental management activities.
3. Legal compliance with all regulated environmental issues related to waste management, air pollution, wastewater, soil contamination, and biodiversity.
4. Maintain and update on a regular basis a list of the relevant environmental legislation to comply with.
5. Assure compliance with prohibited chemicals list (e.g. for agrichemicals from World Health Organisation, WHO).
6. Assure compliance with international environmental conventions and protocols, e.g. the Montreal Protocol about ozone depleting substances or Protocol on Persistent Organic Pollutants (POP).
7. Keep record of all pollution incidents and report these to relevant authorities as required by applicable permits and legislation.
8. Provide necessary organisation, training of employees, awareness raising, operational control and monitoring to assure and maintain legal compliance.
9. Support a precautionary approach to environmental challenges, which involves a systematic risk assessment (hazard identification, hazard characterization, appraisal of exposure and risk characterization), risk management and risk communication.

10. Support activities that involve waste reduction and resource optimization from suppliers' operations.
11. Support activities that promote green procurement of more eco-efficient products. 12. Protect the environment by using environmentally sound technologies that are less polluting, and use all resources in an efficient way.
13. Strive for integration of environmental attention into all elements of business planning and decision-making.
14. The approach to environmental responsibility should foster openness and dialogue with employees and the public.
15. Minimise the adverse impacts from activities, products and services through a proactive approach and responsible management of the environmental aspects (including but not limited to):
 - i. Use of scarce natural resources, energy and water
 - ii. Emissions to air and releases to water
 - iii. Noise, odour, and dust emission
 - iv. Potential and actual soil contamination
 - v. Waste management (hazardous and non-hazardous substances)
 - vi. Products issues (design, packaging, transport, use and recycling/disposal)
16. Establish and maintain emergency procedures.
17. Have a site emergency plan in place with detailed guidelines/training for major incident response, to effectively prevent and address all health emergencies and industrial accidents that can affect the surrounding community or have an adverse impact on the environment.
18. Emergency response plan communicated to local authorities, emergency services and potentially affected local communities, as required.
19. Maintain an inventory of hazardous substances used in the operation and stored, and assess substitution options toward more environmental friendly substances.
20. Ensure that access to relevant up-to-date Material Safety Data Sheets (MSDS) for chemical substances.
21. Assure safety procedures/controls in place for hazardous substances
22. Assure minimising the potential contamination of air, fresh water, soil and groundwater from chemical substances.

3. Anti-corruption

The anti-corruption principles listed below should as a minimum be managed.

Manage potential and actual adverse impacts on:

1. Documenting, recording and keeping income and expenditure data available for periods determined by law, and if not regulated for a minimum of three years;
2. Not permitting corruption of public officials or private-to-private corruption, including both 'active' and 'passive' corruption (also referred to at times as 'extortion' or 'solicitation');
3. Not permitting payment of bribes or trading in influence in relation to business partners, government officials or employees; including through the use of intermediaries;
4. Not permitting use of facilitation payments, unless you are subject to threats or other coercion;
5. Not hiring government employees to do work that conflicts in any manner with the former official obligations of that employee;
6. Not permitting political contributions, charitable donations and sponsorships in expectation of undue advantages;
7. Not offering or accepting excessive gifts, hospitality, entertainment, customer travel and expenses;
8. Abstaining from nepotism and cronyism;
9. Not permitting or participating in money laundering.



Signatures

Executive Board

Niels Henrik Rasmussen
Chief Executive Officer

Christian Dufft
Chief Financial Officer

Board of Directors

Caroline Søbørg Ahlefeldt-Laurvig-Bille
Chairperson

Laurent Mercat

Karl Erik Wenngren

Marina Kolesnik

Jens Kramer Mikkelsen

Marion Galan Alfonso

Jesper Lilledal Holmgaard

Erdem Ovacik