



## Supplier / Contractor Sustainability Commitment Statement

Maintaining secure operations by focusing on its core business, Coretronic Group follows the latest Responsible Business Alliance Code of Conduct, establish sustainability strategies, and implement the spirit of responsibility, innovation, superiority, and entrepreneurship to become an innovative display solution provider. Moreover, we carry out sustainable tactics and projects from the outside in by focusing on the needs of society and supplementing with our core competencies, and solve social problems and achieve SDGs with stakeholders to create a sustainable world together.

We expect our suppliers / contractors to follow our spirit, comply with related regulations and laws of labor and human right, health and safety, environment, ethics, and management systems by being accountable and responsible in pursuit of pursue continuous improvement.

As the supplier / contract of Coretronic Group, \_\_\_\_\_ must comply with the requirements of the following documents (please refer to Annex A to F for details) when signing any form of contract or establishing any form of contractual relationship. Coretronic Group reserves the right to terminate the purchasing contract if the supplier fails to comply with the requirements of the following documents.

- A. Responsible Business Alliance Code of Conduct Version 7.0 (2021)
- B. Green Product Warranty
- C. Responsible Minerals Procurement Policy (2023)
- D. Declaration on Non-Use of Conflict Mineral (2023)
- E. Integrity Commitment
- F. Environmental Sustainability and Occupational Safety and Health Policy

To establish sustainable supply chain with you, we have taken ESG performance as the key factors of our suppliers and contractors evaluation and audit. You should take appropriate measures to comply with the standards of labor and human right, health and safety, environment, ethics, and management systems in this statement and continuously improve and enhance yourself.

To

Coretronic Corporation / Coretronic Corporation and affiliates listed in its annual report

Supplier / Contractor Name : \_\_\_\_\_(signature)

Representative : \_\_\_\_\_(signature)

Date(yyyy/mm/dd) : \_\_\_\_\_

# Responsible Business Alliance Code of Conduct

## Version 7.0 (2021)

### A. LABOR

Suppliers or contractors must comply with *UN Guiding Principles on Business and Human Rights*, *Declaration on Fundamental Principles and Rights at Work*, and *UN Universal Declaration of Human Rights* to uphold the human rights of workers, and to treat them with dignity and respect. This applies to all workers including temporary, migrant, student, contract, direct employees, and any other type of worker.

#### 1. Freely Chosen Employment

Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. There shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company-provided facilities including, if applicable, workers' dormitories or living quarters. As part of the hiring process, all workers must be provided with a written employment agreement in their native language that contains a description of terms and conditions of employment. Foreign migrant workers must receive the employment agreement prior to the worker departing from his or her country of origin and there shall be no substitution or change(s) allowed in the employment agreement upon arrival in the receiving country unless these changes are made to meet local law and provide equal or better terms. All work must be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given as per worker's contract. Employers, agents, and sub-agents' may not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits. Employers can only hold documentation if such holdings are required by law. In this case, at no time should workers be denied access to their documents. Workers shall not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

#### 2. Young Workers

Child labor is not to be used in any stage of manufacturing. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Suppliers or contractors shall implement an appropriate mechanism to verify the age of workers. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. Suppliers or contractors shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable laws and regulations. Suppliers or contractors shall provide appropriate support and training to all student workers. In the absence of local law, the wage rate for student workers, interns, and apprentices shall be at least

the same wage rate as other entry-level workers performing equal or similar tasks. If child labor is identified, assistance/remediation is provided.

### 3. Working Hours

Studies of business practices clearly link worker strain to reduced productivity, increased turnover, and increased injury and illness. Working hours are not to exceed the maximum set by local law. Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. All overtime must be voluntary. Workers shall be allowed at least one day off every seven days.

### 4. Wages and Benefits

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. In compliance with local laws, workers shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor will be within the limits of the local law.

### 5. Humane Treatment

There is to be no harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.

### 6. Non-Discrimination/Non-Harassment

Suppliers or contractors should be committed to a workplace free of harassment and unlawful discrimination. Companies shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training. Workers shall be provided with reasonable accommodation for religious practices. In addition, workers or potential workers should not be subjected to medical tests, including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way. This was drafted in consideration of ILO Discrimination (Employment and Occupation) Convention (No.111).

### 7. Freedom of Association

In conformance with local law, suppliers or contractors shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.

## B. HEALTH AND SAFETY

Suppliers or contractors recognize that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention and morale. Suppliers or contractors also recognize that ongoing worker input and education are essential to identifying and solving health and safety issues in the workplace.

### 1. Occupational Safety

Worker potential for exposure to health and safety hazards (chemical, electrical and other energy sources, fire, vehicles, and fall hazards, etc.) are to be identified and assessed, mitigated using the Hierarchy of Controls, which includes eliminating the hazard, substituting processes or materials, controlling through proper design, implementing engineering and administrative controls, preventative maintenance and safe work procedures (including lockout/tagout), and providing ongoing occupational health and safety training. Where hazards cannot be adequately controlled by these means, workers are to be provided with appropriate, well-maintained, personal protective equipment, and educational materials about risks to them associated with these hazards. Reasonable steps must also be taken to remove pregnant women and 'nursing mothers from working conditions with high hazards, remove or reduce any workplace health and safety risks to pregnant women and nursing mothers, including those associated with their work assignments, and provide reasonable accommodations for nursing mothers.

### 2. Emergency Preparedness

Potential emergency situations and events are to be identified and assessed, and their impact minimized by implementing emergency plans and response procedures including emergency reporting, employee notification and evacuation procedures, worker training, and drills. Emergency drills must be executed at least annually or as required by local law, whichever is more stringent. Emergency plans should also include appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders, and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment, and property.

### 3. Occupational Injury and Illness

Procedures and systems are to be in place to prevent, manage, track and report occupational injury and illness, including provisions to encourage worker reporting, classify and record injury and illness cases, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes, and facilitate the return of workers to work.

### 4. Industrial Hygiene

Worker exposure to chemical, biological, and physical agents is to be identified, evaluated, and controlled according to the Hierarchy of Controls. If any potential hazards were identified, suppliers or contractors shall look for opportunities to eliminate and/or reduce the potential hazards. If elimination or reduction of the hazards is not feasible, potential hazards are to be controlled through proper design, engineering, and administrative controls. When hazards cannot be adequately controlled by such means, workers are to be provided with and use appropriate, well-maintained, personal protective equipment free of charge. Protective programs shall be ongoing and include educational materials about the risks associated with these hazards.

5. Physically Demanding Work

Worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing, and highly repetitive or forceful assembly tasks is to be identified, evaluated, and controlled.

6. Machine Safeguarding

Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks, and barriers are to be provided and properly maintained where machinery presents an injury hazard to workers.

7. Sanitation, Food, and Housing

Workers are to be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories provided by the Participant or a labor agent are to be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting and heat and ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

8. Health and Safety Communication

Suppliers or contractors shall provide workers with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand for all identified workplace hazards that workers are exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. Health and safety related information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers. Training is provided to all workers prior to the beginning of work and regularly thereafter. Workers shall be encouraged to raise any health and safety concerns without retaliation.

C. ENVIRONMENT

Suppliers or contractors shall identify the environmental impacts and minimize adverse effects on the community, environment, and natural resources within their manufacturing operations, while safeguarding the health and safety of the public.

1. Environmental Permits and Reporting

All required environmental permits (e.g. discharge monitoring), approvals, and registrations are to be obtained, maintained, and kept current and their operational and reporting requirements are to be followed.

2. Pollution Prevention and Resource Reduction

Emissions and discharges of pollutants and generation of waste are to be minimized or eliminated at the source or by practices such as adding pollution control equipment; modifying production, maintenance, and facility processes; or by other means. The use of natural resources, including water, fossil fuels, minerals, and virgin forest products, is to be conserved by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling, or other means.

3. Hazardous Substances

Chemicals, waste, and other materials posing a hazard to humans or the environment are to be

identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal.

#### 4. Solid Waste

Suppliers or contractors shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous).

#### 5. Air Emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting substances, and combustion byproducts generated from operations are to be characterized, routinely monitored, controlled, and treated as required prior to discharge. Ozone-depleting substances are to be effectively managed in accordance with the Montreal Protocol and applicable regulations. Suppliers or contractors shall conduct routine monitoring of the performance of its air emission control systems.

#### 6. Materials Restrictions

Suppliers or contractors are to adhere to all applicable laws, regulations, and customer requirements regarding the prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

#### 7. Water Management

Suppliers or contractors shall implement a water management program that documents, characterizes, and monitors water sources, use and discharge; seeks opportunities to conserve water; and controls channels of contamination. All wastewater is to be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Suppliers or contractors shall conduct routine monitoring of the performance of its wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

#### 8. Energy Consumption and Greenhouse Gas Emissions

Suppliers or contractors are to establish a corporate-wide greenhouse gas reduction goal. Energy consumption and all relevant Scopes 1 and 2 greenhouse gas emissions are to be tracked, documented, and publicly reported against the greenhouse gas reduction goal. Suppliers or contractors are to look for methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

### D. ETHICS

#### 1. Business Integrity

The highest standards of integrity are to be upheld in all business interactions. Suppliers or contractors shall have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement.

#### 2. No Improper Advantage

Bribes or other means of obtaining undue or improper advantage are not to be promised, offered, authorized, given, or accepted. This prohibition covers promising, offering, authorizing, giving or accepting anything of value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage. Monitoring, record keeping, and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.

### 3. Disclosure of Information

All business dealings should be transparently performed and accurately reflected on the Participant's business books and records. Information regarding participant's labor, health and safety, environmental practices, business activities, structure, financial situation, and performance is to be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.

### 4. Intellectual Property

Intellectual property rights are to be respected, transfer of technology and know-how is to be done in a manner that protects intellectual property rights, and customer and supplier information is to be safeguarded.

### 5. Fair Business, Advertising and Competition

### 6. Protection of Identity and Non-Retaliation

Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers are to be maintained, unless prohibited by law. Suppliers or contractors should have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

### 7. Responsible Sourcing of Minerals

Suppliers or contractors shall adopt a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, and gold in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organization for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent and recognized due diligence framework.

### 8. Privacy

Suppliers or contractors are to commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers, and employees. Suppliers or contractors are to comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

### 9. Avoid Conflicts of Interest

Any potential conflicts of interest should be avoided in all business dealings between suppliers and the Company. If a potential conflict is discovered, supplier shall report such incident immediately to the Company and take appropriate actions to prevent misconduct that may result from the conflict.

➤ Reporting E-mail : [8215@coretronic.com](mailto:8215@coretronic.com)

➤ Reporting Hotline : +886-3-5772000 Ext.8215

## E. MANAGEMENT SYSTEMS

Suppliers or contractors shall adopt or establish a management system with a scope that is related to the content of this Code. The management system shall be designed to ensure: (a) compliance with applicable laws, regulations and customer requirements related to the participant's operations and products; (b) conformance with this Code; and (c) identification and mitigation of operational risks

related to this Code. It should also facilitate continual improvement.

1. Company Commitment

Corporate social and environmental responsibility policy statements affirming Participant's commitment to compliance and continual improvement, endorsed by executive management, and posted in the facility in the local language.

2. Management Accountability and Responsibility

The Participant clearly identifies senior executive and company representative(s) responsible for ensuring implementation of the management systems and associated programs. Senior management reviews the status of the management systems on a regular basis.

3. Legal and Customer Requirements

A process to identify, monitor and understand applicable laws, regulations, and customer requirements, including the requirements of this Code.

4. Risk Assessment and Risk Management

A process to identify the legal compliance, environmental, health and safety<sup>3</sup> and labor practice and ethics risks associated with Participant's operations. Determination of the relative significance for each risk and implementation of appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

5. Improvement Objectives

Written performance objectives, targets and implementation plans to improve the Participant's social, environmental, and health and safety performance, including a periodic assessment of Participant's performance in achieving those objectives.

6. Training

Programs for training managers and workers to implement Participant's policies, procedures, and improvement objectives and to meet applicable legal and regulatory requirements.

7. Communication

A process for communicating clear and accurate information about Participant's policies, practices, expectations, and performance to workers, suppliers, and customers.

8. Worker Feedback, Participation and Grievance

Ongoing processes, including an effective grievance mechanism, to assess workers' understanding of and obtain feedback on or violations against practices and conditions covered by this Code and to foster continuous improvement. Workers must be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

9. Audits and Assessments

Periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code, and customer contractual requirements related to social and environmental responsibility.

10. Corrective Action Process

A process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews.

11. Documentation and Records

Creation and maintenance of documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.



12. Supplier Responsibility

A process to communicate Code requirements to suppliers and to monitor supplier compliance to the Code.

## Green Product Warranty

To whom it may concern,

The undersigned, on behalf of the Company, hereby represents and warrants:

1. The Company is aware of the Green Product technical standards (including but not limited to "Green Product Specification (C04-3002)", hereinafter "Green Product Standard") offered by Coretronic and its subsidiaries and affiliates (hereinafter collectively "Coretronic").
2. All products supplied by the Company to Coretronic are fully in compliance with the specifications set forth in the Green Product Standard, did NOT contain hazardous substances restricted by Green Product Standard.
3. The Company shall indemnify and hold Coretronic harmless from costs and damages related to: (i) Any breach of the aforementioned warranty; or (ii) Any information furnished by the Company is misleading, false statement, hide or omit.

## Responsible Minerals Procurement Policy (2023)

Conflict metal refers to minerals from the conflict mining area of the Democratic Republic of the Congo. These minerals are refined into tantalum (Ta), tin (Sn), tungsten (W) (referred to as tri-T mineral), gold (Au), cobalt (Co), and **Mica**, which are used in electronics and other products, respectively.

Some of the metal minerals have become the main source of financial resources for armed rebel groups in the African Democratic Republic of the Congo. They are used to trade arms, carry out bloody conflicts with the government, and desecrate local civilians. As a result, international disputes have arisen. As a global citizen, we recognize that the exploitation, trading, processing, and exporting of mineral resources in conflict-affected and high-risk areas have risks that may cause major adverse effects, and we recognize that we have respect for human rights, do not contribute to conflicts and are not environmentally friendly. And society has a negative impact. We declare and promise not to accept the use of metals from conflict mining areas. At the same time, we also require our suppliers to:

1. Must fulfill social environmental responsibility.
2. Ensure that products do not use “conflict minerals” from Democratic Republic of the Congo and its neighboring countries and regions.
3. Trace all sources of Gold(Au), Tantalum (Ta), Tungsten(W), Tin(Sn), Cobalt(Co), and **Mica** contained in all products.
4. Intolerance cannot be done in any way to benefit, encourage, assist or facilitate any party to commit serious human rights violations.
5. It will not tolerate any direct or indirect support from organized armed groups that have been mined, transported, traded, processed or exported through mineral resources.
6. Do not provide, promise, give or demand any bribe and resist bribery or extortion. It will not cover up or falsify the origin of mineral resources, and falsely report the taxes and expenses that mineral resources exploitation, trade, processing, transportation, export and other activities Bribery with royalties will pay to the government.
7. Do not participate or benefit from mining resources on land that does not receive free, prior, informed consent from local and indigenous peoples, including those with legal title, lease, and concession or permitted.
8. This requirement is communicated to its upstream supplier.

## Declaration on Non-Use of Conflict Mineral (2023)

We herein declare and warrant that all products supplied to Coretronic Corporation (“Coretronic”) do not contain any Conflict Mineral (as defined in Dodd-Frank Wall Street Reform and Consumer Protection Act).

We have undertaken a thorough investigation on those minerals used by us and our suppliers to assure that minerals used including but not limited to Gold(Au), Tantalum (Ta), Tungsten(W), Tin(Sn), Cobalt(Co), and **Mica** are not Conflict Mineral.

\*For more precise definition of conflict minerals and the list of legal smelters, please click [here](#) to visit the website.

We agree to provide all certifications, declarations, warranties, reports, including those receiving from our suppliers related to the non-use of Conflict Minerals within 30 days from the date Coretronic requires.

We agree to indemnify and hold Coretronic harmless from any and all damages, fines, penalties and expenses (including but not limited to attorney fees) related to any breach of this Declaration.

## Integrity Commitment

Supplier hereby represents it shall trade with Coretronic Corporation and its affiliates (hereinafter referred to as “Coretronic”) in accordance with the following terms and conditions, and these terms and conditions shall automatically apply to any and all the transactions taken place currently and in the future between Supplier and Coretronic.

### 1 Definition

- 1.1 “Supplier Associated Personnel” means our employees who negotiate business terms, and execute or perform transaction with Coretronic.
- 1.2 “Coretronic Associated Personnel” means the employees of Coretronic who negotiate business terms, and execute or perform transaction with Supplier.
- 1.3 “Improper Profit” means the profits of money, objects, consumptions or any other forms which shall not be obtained according to the laws or business practice. However, the holiday presents and whose value are less than NTD 2,000 or the foreign currency equivalent to NTD 2,000 shall be excluded.
- 1.4 “Profits of Money” includes but not limited to the actions of providing cash, bank cards, securities (such as shopping card, gift certificates, membership cards, discount cards, or vouchers etc.) and equities of Supplier or its Affiliates.
- 1.5 “Profits of Objects” includes but not limited to the actions of providing or lending videotaping equipment, electric appliances, fitness equipment, cars, or houses, etc.
- 1.6 “Profits of Consumption” includes but not limited to feast, recreational consumptions, tourism, domestic, and aboard business investigations, etc.
- 1.7 “Other forms of profits” includes but not limited to providing any profit in the name of friends, lottery, losing money in a gamble on purpose, or sexual bribes, etc.
- 1.8 “Affiliates” mean any company, partnership, joint venture or other entity which, directly or indirectly, controls or is controlled by or is under common control with an enterprise.

### 2 Warranty

SUPPLIER HEREBY REPRESENTS,

- 2.1 That there are YES / NO in-service or former employees of Coretronic among Supplier Associated Personnel. In the event Supplier hires any of in-service or former employees of Coretronic, Supplier shall notify Coretronic about the detail information of such person in writing within 3 days after hiring.
- 2.2 That there are YES / NO in-service and former employees of Coretronic among the stockholders or substantial controllers of Supplier. In the event any of Coretronic’s in-service or formers employees become Supplier’s stockholders or substantial controllers, Supplier shall notify Coretronic about the detail information of such person in writing within 3 days after such person becomes a stockholder or obtains substantial control over Supplier.
- 2.3 Supplier shall notify Coretronic within 7 days of any changes in the information set forth in Section 2.1 and 2.2 herein.

- 2.4 That the person described in Section 2.1 and Section 2.2 shall not participate in any part of the transaction between Coretronic and Supplier, and Supplier shall not disclose any business information to the person in any manner.
- 2.5 that,(a) Supplier shall comply with all requirements set forth and provided by Coretronic regarding the transaction between Coretronic and Supplier, and shall not demand bribe from, give bribe or any Improper Profit to Coretronic Associated Personnel; (b) Supplier shall not, by giving the Improper Profit, induce Coretronic Associated Personnel to agree or imply to agree without authorization to award Supplier or the third party designated by Supplier with supply rights or contractual rights, to do anything which damages or may damage the business opportunity, goodwill, or business of Coretronic and Coretronic's customers, or breach his/her duty; (c) Supplier shall inform Coretronic promptly in writing and provide related evidences in the event Supplier or its employees demand bribe from, give bribe or any Improper Profit to Coretronic Associated Personnel (the holiday presents and treats whose value are less than NTD 2,000 or the foreign currency equivalent to NTD 2,000 are excluded), or Coretronic Associated Personnel demands bribe, Improper Profit, or holiday presents from Supplier, its employees or Supplier Associated Personnel.
- 2.6 That Supplier shall not accept and cooperate with Coretronic Associated Personnel the demand for bribes, Improper Profits, or other actions which directly or indirectly profit Coretronic Associated Personnel.
- 2.7 That Supplier shall promptly report to Coretronic with related evidence about the bribees or bribers when the forgoing conditions set forth in Section 2.5 and Section 2.6 have been learned.
- 2.8 That Supplier shall not, for the interests for itself or others, induce or instigate Coretronic Associated Personnel to resign, or violate duties and professional ethics.
- 2.9 That Coretronic is entitled to audit Supplier's business place in order to ensure Supplier's compliance of this Commitment by giving a prior notice, and Supplier shall agree and cooperate with Coretronic's audit.
- 2.10 Reporting Channels:
  - E-mail: [8215@coretronic.com](mailto:8215@coretronic.com)
  - Hotline: +886-3-5772000 Ext. 8215

### 3 Responsibility

- 3.1 A penalty required by Coretronic will be imposed on Supplier, and Supplier shall reimburse Coretronic for all the lost and damages suffered by Coretronic hereof.
- 3.2 Coretronic is entitled to cancel any contracts between Coretronic and Supplier without any liability for any breach of this Commitment.
- 3.3 Supplier accepts the penalty and reimbursement obligations set forth in Section 3.1 in the event of breach of this Commitment and hereby waives any claims to any authorities that the penalty set forth in this Commitment should be reduced.

#### 4 General Conditions

- 4.1 All additions or modifications to this Commitment must be made in writing and signed by both parties.
- 4.2 The undersigned hereto represents it is legitimately authorized to execute this Commitment on behalf of Supplier.
- 4.3 Coretronic shall not be deemed to have waived any rights under this Commitment in case it does not enforce any of its rights hereunder in time.
- 4.4 To the extent that any provisions, terms and regulations of this Commitment are regarded as invalid or unenforceable by judicial departments, such invalid or unenforceable provisions, terms and regulations shall not affect the validity of the remainder of this Commitment.
- 4.5 This Commitment shall be construed, interpreted and supplemented by the laws of Taiwan R.O.C.
- 4.6 Any dispute or disagreement arising out of or in relation to this Commitment not solved through amicable discussions between both parties shall be finally settled by arbitration in accordance with the R.O.C. Arbitration Law and the Arbitration Rules of the Association. The place of arbitration shall be in Hsinchu, Taiwan.
- 4.7 The Commitment shall be effective retroactively from the date of the first transaction between the both parties.
- 4.8 In the event of any conflict between this Commitment and other agreement entered into by and between both parties, this Commitment shall prevail.

Supplier has read and fully understood the terms and conditions set forth in this Commitment.

## Environmental Sustainability and Occupational Safety and Health Policy

Coretronic Corporation implements the ISO 14001 environmental management system and ISO 45001 / CNS 45001 occupational safety and health management system. It requires everyone to cooperate in the implementation of waste reduction, recycling, resource conservation, safety and health risk control, compliance with environmental safety and health regulations, sustainable operation and continuous improvement. Please kindly follow the environmental sustainability and occupational safety and health policies to create a sustainable supply chain with Coretronic.



### ESH Policy

Founded in 1992, Coretronic Corporation is mainly engaged in the research and development, manufacturing, global marketing and after-sales service of digital imaging products and energy-saving products. The company upholds the concept of "pursuing excellence and respecting customers", and promotes environmental and occupational safety and health management systems on the premise of caring for employee health, maintaining the working environment, and emphasizing environmental protection. The company also implement workplace risk management and hazard prevention, enhance employees' awareness of safety and hygiene, and create a friendly, safe and healthy workplace with "zero accidents and disasters". Adhering to the spirit of "energy saving and water saving for sustainability, low carbon and waste reduction for ever green", the concept of circular economy is introduced into the product life cycle, the environmentally friendly technologies are also introduced. Besides, waste reduction and pollution prevention at the source are strengthened to reduce the greenhouse effect. All of the above is to strive to become a green model enterprise.


The company promise:

1. All employees participate together and fulfill their environmental safety responsibilities.
2. Comply with environmental safety regulations and respond to national policies.
3. Prevent work injuries and promote safety and health.
4. Strengthen publicity and communication with stakeholders.
5. Introduce circular economy and achieve green enterprise.
6. Promote green issues and become industry benchmarks.

**Coretronic Corporation**

Chairman :

Date :



2021.05.19