



Supplier / Contractor Sustainability Commitment Statement

Maintaining secure operations by focusing on its core business, Coretronic Group follows corporate social responsibility, 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 / contractor of Coretronic Group, _____ must comply with the requirements of the following documents (please refer to Annex A to G 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 8.0 (2024)
- B. Green Product Warranty
- C. Conflict Minerals Policy (2024)
- D. Conflict Minerals Declaration (2024)
- E. Integrity Commitment (2024)
- F. Environmental Sustainability and Occupational Safety and Health Policy
- G. Human Rights and Social Responsibilities 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 8.0 (2024)

A. LABOR

Participants commit to respect the human rights of workers, and to treat them with dignity. This applies to direct and indirect suppliers, as well as all workers including temporary, migrant, student, contract, direct employees, and any other type of worker.

1. Prohibition of Forced Labor

Forced labor in any form, including but not limited to, 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, or in a language the worker can understand, 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 shall be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given, which shall be clearly stated in workers' contracts. Participants shall maintain documentation on all leaving workers. 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. Notwithstanding the foregoing, employers can only hold documentation if necessary to comply with the local law. In this case, at no time shall 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 shall not 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. 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. Participants 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. Participants 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. Participants 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 shall be

provided.

3. Working Hours

Working hours shall not exceed the maximum set by local law. Further, a workweek shall not be more than 60 hours per week, including overtime, except in emergency or unusual situations. All overtime shall 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. All workers shall receive equal pay for equal work and qualification. 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 shall be within the limits of the local law.

5. Non-Discrimination/Non-Harassment/Humane Treatment

Participants shall commit to a workplace free of harassment and unlawful discrimination. There shall 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.

Companies shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity or 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. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers. Workers shall be provided with reasonable accommodation for religious practices and disability. 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).

6. Freedom of Association and Collective Bargaining

Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. 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. In alignment with these principles, participants 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. Where the right of freedom of association and collective bargaining is restricted by applicable laws and regulations, workers shall be allowed to elect and join alternate lawful forms of worker representations.

B. HEALTH AND SAFETY

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

1. Occupational Health and Safety

Worker potential for exposure to health and safety hazards (chemical, electrical and other energy sources, fire, vehicles, and fall hazards, etc.) shall be identified and assessed, mitigated using the Hierarchy of Controls. Where hazards cannot be adequately controlled by these means, workers shall be provided with appropriate, well-maintained, personal protective equipment, and educational materials about risks to them associated with these hazards. Gender-responsive measures shall be taken, such as not having pregnant women and nursing mothers in working conditions, which could be hazardous to them or their child and to provide reasonable accommodations for nursing mothers.

2. Emergency Preparedness

Potential emergency situations and events shall 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 shall be executed at least annually or as required by local law, whichever is more stringent. Emergency plans shall 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 shall be in place to prevent, manage, track and report occupational injuries and illnesses, 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. Participants shall allow workers to remove themselves from imminent harm, and not return until the situation is mitigated, without fear of retaliation.

4. Industrial Hygiene

Worker exposure to chemical, biological, and physical agents shall be identified, evaluated, and controlled according to the Hierarchy of Controls. When hazards cannot be adequately controlled, workers shall be provided with and use appropriate, well-maintained, personal protective equipment free of charge. Participants shall provide workers with safe and healthy working environments, which shall be maintained through ongoing, systematic monitoring of workers' health and working environments. Participants shall provide occupational health monitoring to routinely evaluate if workers' health is being harmed from occupational exposures. Protective occupational health programs shall be ongoing and include educational materials about the risks associated with exposure to workplace 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 shall be identified, evaluated, and controlled.

6. Machine Safeguarding

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

7. Sanitation, Food, and Housing

Workers shall 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 shall be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting, and adequate conditioned 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

Participants 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. Health information and training shall include content on specific risks to relevant demographics, such as gender and age, if applicable. Training shall be 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

Across all business functions, Participants recognize that environmental responsibility is integral to producing world-class products. Participants shall identify the environmental impacts and minimize adverse effects on the community, environment, and natural resources, 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 shall be obtained, maintained, and kept current and their operational and reporting requirements shall be followed.

2. Pollution Prevention and Resource Reduction

Emissions and discharges of pollutants and generation of waste shall 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, shall 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 shall be identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal. Hazardous waste data shall be tracked and documented.

4. Solid Waste

Participants shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous). Waste data shall be tracked and documented.

5. Air Emissions

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

6. Materials Restrictions

Participants shall 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

Participants 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 shall be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Participants 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

Participants shall establish and report against an absolute corporate-wide greenhouse gas reduction goal. Energy consumption and all Scopes 1, 2, and significant categories of Scope 3 greenhouse gas emissions shall be tracked, documented, and publicly reported. Participants shall look for methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

D. ETHICS

To meet social responsibilities and to achieve success in the marketplace, Participants and their agents shall uphold the highest standards of ethics including the following:

1. Business Integrity

The highest standards of integrity shall be upheld in all business interactions. Participants 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 shall not 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 shall 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 shall 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 shall 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 shall be safeguarded.

5. Fair Business, Advertising and Competition

Standards of fair business, advertising, and competition shall be upheld.

6. Protection of Identity and Non-Retaliation

Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers¹ shall be maintained, unless prohibited by law. Participants shall have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

7. Responsible Sourcing of Minerals

Participants shall adopt a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, gold, and cobalt in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organisation 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

Participants shall commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers, and employees. Participants shall 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

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

¹ Whistleblower definition: Any person who makes a disclosure about improper conduct by an employee or officer of a company, or by a public official or official body.

E. MANAGEMENT SYSTEMS

Participants 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 shall also facilitate continual improvement.

1. Company Commitment

Participants shall establish human rights, health and safety, environmental and ethics policy statements affirming Participant's commitment to due diligence and continual improvement, endorsed by executive management. Policy statements shall be made public and communicated to workers in a language they understand via accessible channels.

2. Management Accountability and Responsibility

Participants shall clearly identify 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

Participants shall adopt or establish 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

Participants shall adopt or establish a process to identify the legal compliance, environmental, health and safety², labor practice and ethics risks, including the risks of severe human rights and environmental impacts, associated with Participant's operations. Participants shall determine the relative significance for each risk and implement appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

5. Improvement Objectives

Participants shall establish 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

Participants shall establish 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

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

² Areas to be included in a risk assessment for environmental health and safety are production areas, warehouse and storage facilities, plant/facilities support equipment, laboratories and test areas, sanitation facilities (bathrooms), kitchen/cafeteria and worker housing/dormitories.

8. Worker/Stakeholder Engagement and Access To Remedy

Participants shall establish processes for ongoing two-way communication with workers, their representatives, and other stakeholders where relevant or necessary. The process shall aim to obtain feedback on operational practices and conditions covered by this Code, and to foster continuous improvement. Workers shall be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

9. Audits and Assessments

Participants shall conduct 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

Participants shall establish a process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews.

11. Documentation and Records

Participants shall create and maintain documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

12. Supplier Responsibility

Participants shall establish 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.

Conflict Minerals Policy (2024)

The term “conflict minerals” refers to minerals extracted under conditions of armed conflict and human rights abuses and originating from conflict-affected and high-risk areas as defined by the Organization for Economic Cooperation and Development (OECD) or equivalent recognized organizations. These minerals include, but are not limited to, gold, tantalum, tungsten, tin, cobalt, and mica.

Coretronic Corporation recognizes that the extraction, trade, processing, and export of mineral resources in conflict-affected and high-risk areas may contribute to war, conflict, and human rights violations, thereby resulting in significant negative impacts. We declare and commit to not accepting or using minerals originating from conflict-affected and high-risk areas (including the Democratic Republic of the Congo) and require our suppliers to:

1. Fulfill social and environmental responsibilities.
2. Ensure that products do not use minerals originating from conflict-affected and high-risk areas (including the Democratic Republic of the Congo).
3. Trace the sources of all gold, tantalum, tin, tungsten, cobalt, and mica contained in all products.
4. Not tolerate, profit from, support, assist, or facilitate in any way acts of severe human rights abuses by any party.
5. Not tolerate the provision of direct or indirect support to non-state armed groups through the extraction, transportation, trade, processing, or export of mineral resources.
6. Not offer, promise, give, or solicit any bribes, and to resist bribery. They shall not bribe to conceal or falsify the origin of mineral resources or to misreport activities related to the extraction, trade, processing, transportation, or export of mineral resources to evade taxes, fees, or royalties owed to governments.
7. Not engage in or benefit from resource extraction on land without the free, prior, and informed consent of local and indigenous communities, which includes lands held under statutory ownership, lease, concession, or license.
8. Communicate these requirements to their upstream suppliers.

Conflict Minerals Declaration (2024)

The Company hereby declares and commits that all products provided to Coretronic Corporation and its affiliated companies listed in the annual report (hereinafter referred to as "Coretronic") do not contain conflict minerals (as defined by the Dodd-Frank Wall Street Reform and Consumer Protection Act).

The Company has established policies and conducted due diligence regarding the sources and supply chains of gold, tantalum, tungsten, tin, cobalt, and mica used in its manufactured products. These efforts are undertaken to reasonably ensure compliance with the Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas released by the Organization for Economic Cooperation and Development (OECD), or equivalent and recognized due diligence frameworks.

* For a detailed definition of conflict minerals and a list of legitimate smelters, please click [here](#).

Upon request by Coretronic, the Company agrees to provide, within 30 days of such request, relevant certifications, declarations, commitments, reports, audits (including those received from suppliers), and other information or assistance to demonstrate that the Company and its suppliers comply with the terms of this declaration.

In the event of a violation of this declaration, the Company agrees to compensate Coretronic for any damages, penalties, fines, and incurred expenses (including but not limited to attorney fees) resulting from such a violation.

Integrity Commitment (2024)

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

3 Responsibility

- 3.1 In the event of any breach of this Commitment, a penalty of at least ten times the amount of the bribery or Improper Profit 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

Human Rights and Social Responsibilities Policy

As a corporate citizen in the electronics industry, Coretronic agrees to not only comply with the RBA Code of Conduct and SA8000 Standard, as well as recognize and observe various international human rights conventions, such as the Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the International Labor Organization, but also eliminate any infringement or violation of human rights and clearly set out our commitment to fair and equal treatment and respect for workers while abiding by the relevant laws and regulations promulgated by the government.

Aside from conforming to local laws and regulations related to labor and gender equality at work in regions where our operations are located, we have also formulated human rights protection and labor policies, as well as implement related measures. We continue to promote human rights and social responsibilities policies, practices, and principles, ensure that all our employees are aware of human rights through the signing of the human rights code, and bolster their literacy in various areas so that they are able to cope with different challenges in a reasonable manner.

I. Prohibition of child labor

No child labor under the age of 16 was used. If child labor is identified, assistance/remediation shall be provided. At the same time, we ensure that workers under the age of 18 (Young Workers) do not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. We have proper management plan of student workers.

II. Prohibition of forced or compulsory labor

Forced labor in any form, including but not limited to, 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. Meanwhile, unreasonable restrictions on workers' freedom of movement and holding workers' identity or immigration documents are strictly prohibited.

III. Occupational safety management

We value occupational safety, and strengthen training and propaganda. Establish proper emergency injury handling measures, strengthen worker's protection programs to prevent from work injuries, maintain employee health. Regularly update and review regulations related to occupational safety and environmental protection, and continuously improve.

IV. Freedom of association & Right to collective bargaining

Respect the right of all employees 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. Employees and/or their representatives should 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.

V. Non-Discrimination & Humane treatment

We commit to a workplace free of harassment and unlawful discrimination, and harsh or inhumane treatment of employees are strictly prohibited. We commit to creating a diverse workplace. We do not engage in discrimination or harassment based on ethnicity, class, language, thought, religion, political party, place of origin, place of birth, gender, sexual orientation, age, marital status, appearance, facial features, physical or mental disability, horoscope, blood type, nationality, regional or social origin, family responsibilities, union membership, political opinions, race, color, gender identity or expression, disability, pregnancy, political affiliation, covered veteran status, protected genetic information or past membership in any labor union in hiring and employment practices, and causing unfair situation. Meanwhile, we provide employees with appropriate places to conduct religious activities.

VI. Disciplinary practices

We treat all employee with dignity and respect. We do not engage in or tolerate the use of corporal punishment,

mental or physical coercion or verbal abuse of employee. No harsh or inhumane treatment is allowed.

VII. Working hours

Working hours complies with applicable laws, and overtime hours shall not exceed 12 hours per week except in emergency or unusual situations. All overtime shall be voluntary. Workers shall be allowed at least one day off every seven days.

VIII. Wages & Benefits

Wages shall meet the living needs and in compliance with all applicable wage laws. All employees should receive equal pay for equal work and qualifications. Deductions from wages as a disciplinary measure are not be permitted.

IX. Worker/Stakeholder engagement & Continuous improvement

We have established a series of communication channels to receive opinions from stakeholders. At the same time, a Social Performance Team (SPT) is established to conduct regular risk assessment and internal control management to promote continuous improvement of the management system.

X. Management of Suppliers and Contractors

We conduct due diligence on suppliers/subcontractors, private employment agencies and sub-suppliers' compliance with the SA8000 Standard to fulfil the requirement of social responsibility.