



Supplier Management Policy

The Company adheres to the principles of integrity and sustainable development, requiring all suppliers to comply with regulations concerning environmental protection, integrity and anti-corruption, labor rights, occupational safety, personal data protection, and information security management. Together, we fulfill corporate social responsibility, mitigate operational risks, and build a secure, transparent, and accountable supply chain.

1. Environmental Protection

The Company's manufacturing processes are outsourced through procurement. All suppliers are required to ensure that finished products comply with the latest EU environmental regulations and must sign a "Declaration of Non-Use of Prohibited or Restricted Substances." This ensures that suppliers accurately understand and produce in accordance with the latest EU prohibitions. Furthermore, suppliers shall, upon request, submit written documents such as reports required by EU directives on chemical substance management, production material samples, and testing data to ensure that products exported to the EU by the Company meet the latest environmental regulatory standards.

2. Integrity and Anti-Corruption

Suppliers shall sign an "Integrity Commitment" pledging to comply with the ethical and integrity principles of local governments, international conventions, and relevant industries. They must conduct business activities based on the principles of fairness, honesty, trustworthiness, and transparency, establishing a corporate culture of integrity while actively preventing unethical conduct. Specifically, suppliers shall not, directly or indirectly, solicit, negotiate, or deliver any bribes to related parties, nor provide commissions, kickbacks, profit sharing, shares, improper gifts, entertainment, or any other form of improper benefit, nor engage in any behavior aimed at direct or indirect illegal enrichment.

3. Labor Rights and Occupational Safety

Suppliers shall comply with relevant labor laws and regulations, as well as international human rights conventions regarding the protection of employee rights, such as gender equality, protection of the right to work, and the prohibition of discrimination. No actions that jeopardize the basic rights of workers shall be permitted.

Suppliers shall provide employees with a safe and healthy working environment and strive to reduce hazard factors to employee health and safety to prevent occupational accidents. Suppliers must also comply with occupational safety and health laws and regulations, taking necessary measures to avoid and prevent occupational injuries to workers, thereby ensuring their safety and health.

4. Personal Data Protection

In the process of providing services, if the collection, processing, or use of personal data is involved, suppliers shall comply with the "Personal Data Protection Act" and related regulations. They must establish a comprehensive personal data management mechanism to ensure the accuracy, confidentiality, and security of the data. Suppliers shall not use the personal data of the Company or its customers for any other purposes; any violation will be subject to contractual and legal liability.

5. Information Security Management

Suppliers shall establish an information security management system and follow the Company's information security policies and related requirements to prevent data breaches, unauthorized access, or damage to information systems. When the exchange of confidential data is involved, measures such as encryption and access control shall be adopted. In the event of an information security incident, the supplier shall notify the Company immediately and cooperate with subsequent investigation and remediation efforts. Supplier shall be liable for any damages incurred by the Company resulting from such incidents.

Implementation Status:

- 1. Commitment Document Signing**
All major suppliers have signed the *Integrity Commitment Letter* and the *Environmental Commitment Letter*. In addition, the *Supplier Sustainability Responsibility Commitment* was newly introduced in 2025, achieving a 100% signing rate.
- 2. Supplier Audits and Site Visits**
The Company conducts one to two on-site visits or document reviews of major suppliers annually to verify compliance with environmental regulations and ensure that products meet the latest European Union regulatory requirements.
- 3. Supplier Evaluation and Improvement**
Suppliers are evaluated through telephone communications, email correspondence, meetings, and written reviews. In the event of any irregularities, suppliers are required to submit written corrective actions within a specified timeframe. Suppliers that fail to make improvements or violate major principles may have their supplier qualifications revoked.
- 4. Ongoing Collaboration and Training**
The Company regularly communicates its sustainable procurement policies, as well as personal data protection and information security measures, to major suppliers, working together to enhance the resilience of a sustainable supply chain.