ACCTON Technology Corporation

CSR POLICY

- Corporate Social Responsibility Policies
  Accton is committed to abide by applicable local laws and regulations of the countries where we operate.

- Employment
  Employment is voluntary: We do not hire people by means of threats or coercive conditions. All employees are treated with respect and dignity. Accton will not use child labor and no harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, pubic shaming, or verbal abuse. Accton non-discrimination and non-harassment, including in hiring, promotion, training, compensation of employees, or employment practices based on race, ethnicity, social origin, social status, religion, physical disability, gender, sexual orientation, marital status, union membership, political affiliation and age. 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).

- Wages and Benefits
  Accton adheres to local labor laws and regulations, offering competitive salary and benefits packages.

- Intellectual Property
  Accton will protect our own and clients' intellectual property.

- Transparency
  Employees are encouraged to openly communicate and share their opinions and ideas with the management team. Accton welcomes external feedback via a dedicated mailbox.
• Business Conduct

Accton is committed to uphold the highest integrity and ethics in operations and employee management. Any form of bribery, corruption, fraudulence, and other behavior that violates such principles is strictly prohibited.

• Community

Accton will enhance our involvement in community activities, and encourage our partners to participate in making a positive impact on society.

• Responsible sourcing of Minerals

Accton continues to adhere to our conflict-mineral-free sourcing policy, exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, gold, cobalt, mica and other minerals 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 of Responsible Supply Chains of Minerals from Conflict Affected and High-Risk areas (CAHRAs) or an equivalent and recognized due diligence framework. And is committed to follow the Responsible Minerals Initiative (RMI) of the Responsible Business Alliance (RBA)'s Code of Conduct, in addition to using the RMI conflict minerals reporting template to examine if our suppliers have implemented this policy. For more information on RBA, please visit: http://www.responsiblemineralsinitiative.org/

Chairman: [Signature]
Date: October 22, 2021