

Supplier Notice

This notice describes the code of conduct that EAGLERISE MALAYSIA SDN, BHD. and its affiliated companies (hereinafter referred to as "EAGLERISE") and its partners need to abide by in terms of social responsibility, environmental protection, occupational health and production safety, etc. and requirements, and seek healthy and sustainable development.

1. Social Responsibility

1.1 Law-abiding operation.

Comply with national and local laws and regulations and applicable requirements, which may come from relevant international organizations. To the extent permitted by law, suppliers shall maintain records of compliance with applicable laws and regulations.

1.2 Child labor.

Persons under the age of 16 shall not be employed unless permitted by national or local laws and in compliance with the International Labor Organization guidelines. When the supplier employs employees who are over 16 but under 18, they shall ensure that their working environment and working hours comply with national or local laws and regulations.

1.3 Compensation.

Pay wages and provide benefits to all employees fairly and without prejudice to the requirements of applicable law.

1.4 Forced labor is prohibited.

Employees shall be hired on a voluntary basis, prison labor or slave labor shall not be used, and employees shall not be physically injured or subjected to any other form of forced labor. The following behaviors are not allowed, such as paying deposits, fines, mortgage ID cards, corporal punishment, etc. Respect employees' rights to labor freedom, including freedom of employment, freedom of resignation, overtime and freedom of movement.

1.5 Anti-discrimination.

There shall be no discrimination in the workplace based on race, age, gender, class, political affiliation, religion, marital status, sexual orientation, disability, pregnancy, or other conditions unrelated to work ability.

1.6 Freedom of Association.

Under the premise of meeting the requirements of laws and regulations, employees have the freedom of association.

2. Environmental protection

Ensure that the waste water, waste gas, noise, hazardous waste, etc. generated in the design, production and sales of the products provided to EAGLERISE are handled in accordance with relevant national laws and regulations and relevant requirements of EAGLERISE, and are committed to Negative impact on the environment is minimized. At the same time, the same impact will be exerted on the raw material suppliers supplied by our company.

3. Conflict Minerals

Promise that the tin (Sn) contained in the manufactured products does not come from the "conflict minerals" in the areas controlled by armed groups that trample on human rights in the Democratic Republic of the Congo and neighboring countries/regions. Including: (a) Democratic Republic of Congo, Republic of Congo, Republic of Sudan, Republic of South Sudan, Republic of Uganda, Central African Republic; (b) new countries (regions) and existing countries (regions) that will include some or all of the aforementioned countries in the future). "Conflict minerals" include rare metals such as cassiterite, black tungsten, coltan, gold and its derivatives from Congo (Gold) and its surrounding countries, as well as areas controlled by any armed forces in these countries, especially gold (Au) tantalum (Ta) tin (Su) and tungsten (W) metal raw materials.

"The metals used or contained do not come from the Congo (Gold) and its surrounding countries and any armed forces in these countries." Including metal mining, smelting, forming and other manufacturing processes are not in the Congo (Gold) and its surrounding countries , and any areas controlled by armed forces within these countries.

Strengthen supply chain management, formulate relevant management systems and regulations to effectively identify and trace the source of raw materials, ensure the legitimacy of raw material sources, and prevent "conflict minerals" from being used. The company also agrees to accept EAGLERISE audit on the source of our company's raw metals.

4. Anti-terrorist security commitment

Commitment to strengthen internal security management from six aspects: security management system, physical security and access control management, personnel security and education and training awareness, container security, procedures, document processing, bill of lading and information security, and delivery of goods.

5. Chemical safety (applicable to chemical suppliers)

Commitment to comply with the control requirements of the "Chemical Safety Management Regulations" when conducting transportation, loading and unloading operations within EAGLERISE. If EAGLERISE suffers losses due to failure to operate in accordance with the requirements of the "Chemical Safety Management Regulations", the producer must bear all economic losses and legal liability.

Commitment to unconditional recycling of chemical containers provided to EAGLERISE.

6. Integrity and self-discipline

Promise to carry out commercial activities under the premise of "fairness, justice, openness, and integrity", abide by relevant national laws and regulations, operate according to law, be honest and trustworthy, and be honest and self-disciplined.

6.1 Absolutely never offer bribes to EAGLERISE staff and their spouses, children, relatives and other specific related parties in any form, or conduct acts that infringe on the economic interests of EAGLERISE including but not limited to:

- A. Gift money (including but not limited to commission, commission, rebate), securities, payment vouchers and valuables, etc.;
- B. Provide nominal wages, red envelopes, public-funded travel and high-consumption fitness, entertainment, banquets and other activities for EAGLERISE staff;
- C. Pay any fees other than those stipulated in the contract for convenience during the contract signing, acceptance, payment and other performance links;
- D. Accept all kinds of claims, benefits (cash, deductible payment, in-kind sponsorship), commercial sponsorship and other requirements that EAGLERISE staff did not provide a formal contact letter.
- E. Conduct private negotiations or reach a tacit agreement with EAGLERISE staff on procurement-related work issues without authorization;
- F. It is not allowed to directly or indirectly provide various benefits to EAGLERISE company personnel or their family members, including interests with economic value and benefits without economic value, and shall not conduct transactions with EAGLERISE company personnel or their family members.

6.2 In daily work, if it is found that EAGLERISE staff expressly or implicitly request to accept bribes and tend to violate this commitment, they should promptly remind and correct and report to EAGLERISE, and actively cooperate with Party A in the investigation.

6.3 If it is confirmed that the commitment is found to be violated, the following penalties shall be voluntarily accepted:

- A. Bear the direct economic loss caused by the violation to EAGLERISE, and at the same time pay compensation to EAGLERISE according to 5% of the total payment for the first twelve months from the month (including) when the violation was reported;
- B. Notified within the group and included in the blacklist of EAGLERISE suppliers, to stop cooperation;
- C. The supplier qualification of Party B is canceled, the execution of the signed contract is terminated and the corresponding legal responsibility is assumed.

Commitment unit (seal):

Commitment Representative :

Commitment date: