

Likuan[®]

LIKUAN HARDWARE INDUSTRIAL CO., LTD.

Supplier Code of Conduct



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Introduction



At Likuan, we are committed to improving our business, our planet, and every life we touch. Our employees demonstrate this commitment every day in our operations and within the communities where we live and work. We recognize that the materials we choose and the service providers we work with must also reflect these values. We expect our suppliers to share responsibility with us in maintaining compliance, accountability, sustainable operations, and responsible business practices.



The Likuan Supplier Code of Conduct outlines Likuan's core expectations for suppliers regarding management systems, labor, health and safety, environmental protection, and ethics. This Code is based on our corporate values for sustainable and responsible operations and aligns with the Ten Principles of the United Nations Global Compact and the Responsible Business Alliance (RBA) Code of Conduct (formerly known as the Electronic Industry Citizenship Coalition, EICC).

Compliance with this Code requires operating in full accordance with the laws, regulations, and legal requirements of the countries where business is conducted. Suppliers must establish management systems and maintain records demonstrating compliance with applicable laws and regulations. Likuan encourages suppliers to go beyond legal compliance by adopting internationally recognized standards that promote social responsibility, environmental responsibility, and business ethics.

Regardless of where suppliers operate or what materials or services they provide, compliance with this Code is required in order to continue doing business with Likuan. Suppliers are also responsible for ensuring that their subcontractors and suppliers comply with the principles outlined in this Code. Communicating these requirements and providing appropriate training to employees, agents, subcontractors, and suppliers is the responsibility of the supplier.

We expect suppliers to communicate their compliance status and implement any necessary improvements to ensure full compliance. Likuan reserves the right to monitor supplier performance, including requesting specific performance information when necessary. We encourage suppliers to periodically evaluate their own performance and that of their suppliers. If non-compliance is identified, Likuan will work with suppliers to implement corrective actions. Suppliers are expected to establish and execute corrective action plans to ensure continued compliance and maintain business relationships with Likuan. Failure to implement such plans or corrective actions may result in termination of the business relationship.

Suppliers who fail to comply with this Code may also risk losing competitiveness in sustainable business operations. We encourage all suppliers to develop and implement their own relevant policies and programs and expect their suppliers to do the same in order to actively promote responsible and sustainable operations. In addition, Likuan is committed to continuously improving this Supplier Code of Conduct and expects suppliers to demonstrate the same level of commitment in their own initiatives.

Likuan's 2026 sustainability goals are not only focused on our own operations but also on the broader sustainability goals and needs of our value chain, including our suppliers. By working together to understand and overcome the challenges we face in collaboration, we can create a greater positive impact. We believe that environmental and social challenges represent opportunities for shared progress, and through our collective efforts, we can improve business, society, and every life we touch.



Labor

Except for full compliance with all applicable labor and human resource laws, we expect our suppliers to uphold workers' human rights and treat them with dignity and respect in accordance with internationally recognized human rights standards. This applies to all workers, including temporary workers, migrant workers, students, contract workers, direct employees, and all other types of workers.

Our supplier labor standards are as follows:

Freely Chosen Employment

Forced, bonded (including debt bondage), indentured, involuntary prison labor, slavery, or human trafficking shall not be used. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction, or fraud for labor or services. Workers shall not be subject to unreasonable restrictions on freedom of movement within employer-provided facilities, nor unreasonable restrictions on entering or exiting company-provided facilities.

As part of the hiring process for workers entering a country for employment, workers must receive a written employment agreement in their native language before departing from their home country. The agreement must clearly describe the terms and conditions of employment. Upon arrival in the receiving country, no substitution or changes to the agreement are permitted unless required to comply with local law and provide equal or better terms.

All work must be voluntary, and workers must be free to terminate employment at any time. Employers and agents shall not hold, conceal, confiscate, or deny workers access to identity or immigration documents, such as government-issued identification, passports, or work permits, unless required by law to retain work permits. Workers shall not be required to pay employers or agents recruitment fees or other related employment fees. If any such fees are found to have been paid by workers, those fees shall be repaid to the workers.

Child Labor

Suppliers must comply with all applicable laws regarding minimum working age. If local law does not specify such requirements, or if the legal minimum employment age is below 18 years old, suppliers shall not employ workers under 15 years of age. Child labor shall not be used for hazardous work.

Suppliers shall properly maintain student records, cooperate with educational institutions, verify student eligibility, and comply with applicable laws and regulations to protect student workers' rights. Suppliers shall provide appropriate support and training to all student workers. Where local law does not define wage standards, the wages, benefits, and working conditions for student workers, interns, and apprentices shall be at least equivalent to those of entry-level workers performing similar work.

Working Hours

Studies on business practices clearly indicate a correlation between worker fatigue, reduced productivity, increased turnover, and higher rates of injury and illness. Working hours shall not exceed the maximum limits set by applicable local laws. In addition, a workweek shall not exceed 60 hours, including overtime, except in emergency or unusual situations.

Workers shall be allowed at least one day off every seven days and shall be provided with legally mandated rest days, holidays, and leave, including sick leave and maternity leave.

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 accordance with local laws, suppliers shall compensate workers for overtime at rates higher than regular hourly rates.

Deductions from wages as a disciplinary measure shall not be permitted unless allowed by law. For each pay period, suppliers shall provide workers with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. The use of temporary, dispatched, and outsourced labor shall comply with local legal requirements.

Humane Treatment

There shall be no harsh or inhumane treatment, including any form of sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse of workers; nor shall there be threats of such treatment. Disciplinary policies and procedures supporting these requirements shall be clearly defined and communicated to workers.

Non-Discrimination

Suppliers shall commit to maintaining a workplace free of harassment and unlawful discrimination. In hiring and employment practices, including wages, promotions, rewards, training opportunities, termination, and retirement, there shall be no discrimination based on race, color, age, gender, sexual orientation, gender identity or expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, veteran status, protected genetic information, or marital status.

Suppliers shall provide reasonable accommodation for workers' religious practices. Workers or potential workers shall not be subjected to medical tests or physical examinations that could be used in a discriminatory manner. Physical assessments shall only be conducted when relevant to job requirements.

Freedom of Association

In accordance with local laws, suppliers shall respect workers' rights to freely associate, form and join labor unions, bargain collectively, and participate in peaceful assembly, as well as the right to refrain from such activities.

Workers and their representatives shall be able to openly communicate and share ideas and concerns regarding working conditions and management practices without fear of discrimination, retaliation, intimidation, or harassment.



Likuan is committed to helping eliminate forced labor, child labor, and human trafficking worldwide. This commitment is reflected in the expectations we set for suppliers and in our own human rights policies. We recognize the important role we play in ensuring that such unethical practices do not exist within our supply chain, and we expect our suppliers to demonstrate compliance with these expectations.

Additional references may include the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact Principles 1–6, human rights and labor standards, and SA8000 or equivalent certifications.



Health and Safety

In addition to full compliance with all applicable health and safety laws, we expect our suppliers to minimize work-related injuries, fatalities, and illnesses to the greatest extent possible and to provide a safe and healthy working environment. Suppliers shall regard ongoing worker participation and education as essential opportunities to identify and resolve workplace health and safety issues.

Our supplier health and safety standards are as follows:

Occupational Safety

Hazards to workers shall be identified, evaluated, and controlled through proper design, engineering controls, administrative controls, preventive maintenance, safe work procedures (including lockout/tagout), and continuous safety training. Potential exposure to safety hazards, including chemical, electrical, fire, vehicle-related, noise, and fall hazards, shall be properly managed.

Where hazards cannot be adequately controlled through these means, workers shall be provided with appropriate, well-maintained personal protective equipment and educational materials regarding associated risks.

Emergency Preparedness

Suppliers shall identify and assess potential emergency situations and events and minimize their impact through implementation of emergency plans and response procedures. These procedures shall include emergency reporting, employee notification and evacuation procedures, worker training and drills, appropriate fire detection and suppression equipment (including accessible fire extinguishers), sufficient exit facilities, and recovery plans.

Occupational Injury and Illness

Procedures and systems for preventing, managing, tracking, and reporting occupational injuries and illnesses shall be implemented. These procedures shall include encouraging worker reporting, classifying and recording injury and illness cases, providing necessary medical treatment, investigating cases, implementing corrective actions to eliminate causes, and facilitating workers' return to

Industrial Hygiene

Worker exposure to chemical, biological, and physical agents shall be identified, evaluated, and controlled according to the hierarchy of controls. Hazards shall be eliminated or controlled through proper design, engineering, and administrative measures. Where hazards cannot be adequately controlled through these methods, workers shall be provided with appropriate and well-maintained personal protective equipment. Protective programs shall also include educational materials regarding associated risks.

OHSAS18001和
ILO職業安全和健
康準則等公認管理
系統可能是有用的
額外資訊來源。

Ergonomics

Suppliers shall identify, evaluate, and control workers' exposure to physically demanding tasks, including manual material handling, heavy or repetitive lifting, prolonged standing, and highly repetitive or forceful assembly work.

Machine Safeguarding

Production and other machinery shall be evaluated for safety hazards. Where machinery presents an injury risk to workers, physical guards, interlocks, and barriers shall be provided and properly maintained.

Sanitation, Food, and Housing

Workers shall be provided with clean toilet facilities, access to potable water, and sanitary facilities for food preparation, storage, and dining. Worker dormitories provided by suppliers or labor agents shall be maintained to ensure cleanliness and safety and shall include appropriate emergency exits, hot water for bathing and showering, adequate lighting, temperature control and ventilation, secure personal and valuable storage space, reasonable personal living space, and reasonable entry and exit privileges.

Health and Safety Communication

Suppliers shall provide workers with appropriate workplace health and safety information and training regarding all identified workplace hazards to which they may be exposed. Training shall be provided in workers' native languages or in languages they can understand and shall include, but not be limited to, machinery, electrical, chemical, fire, and physical hazards.

Health and safety related information shall be clearly posted in facilities or placed in locations identifiable and accessible to workers. Training shall be provided to all workers prior to beginning work and regularly thereafter. Workers shall be encouraged to raise safety concerns.

We highly value workplace health and safety, and we expect our suppliers to do the same. If you are facing workplace safety challenges, Likuan is available to assist. For decades, we have been developing worker health and safety solutions. Please feel free to contact us to discuss how we can work together to create a safer workplace.



Environment

Environmental Permits and Reporting

Suppliers shall obtain, maintain, and renew all required environmental permits, approvals, and registrations (such as emissions monitoring permits), and comply with all operational and reporting requirements.

Hazardous Substances

Suppliers shall identify, label, and manage chemicals and other materials that pose a hazard to humans or the environment (including waste) to ensure their safe handling, movement, storage, use, recycling, reuse, and disposal.

Solid Waste

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

Air Emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone-depleting substances, and combustion by-products generated from operations shall be identified, routinely monitored, controlled, and treated prior to discharge. Where appropriate, suppliers shall routinely monitor the performance of their air emission control systems.

Material Restrictions

Suppliers shall comply with all applicable laws, regulations, and LIKUAN requirements regarding the prohibition or restriction of specific substances in products and manufacturing, including labeling requirements for recycling and disposal. Upon request by LIKUAN, suppliers shall provide reports regarding any substances contained in products, materials, or components that are restricted or subject to disclosure requirements by governmental agencies, customers, or recycling organizations.

Water Management

Suppliers shall implement water management programs to document, characterize, and monitor water sources, usage, and discharge, and to control channels of contamination. All wastewater shall be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Where appropriate, suppliers shall conduct routine monitoring of the performance of wastewater

Energy Consumption and Greenhouse Gas Emissions

Suppliers shall track and document energy consumption and greenhouse gas emissions at both the facility and corporate levels. Suppliers are expected to seek cost-effective methods to improve energy efficiency and minimize energy consumption and greenhouse gas emissions in their operations.

Pollution Prevention and Resource Reduction

Suppliers shall reduce or eliminate emissions of pollutants and generation of waste at the source or through 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 through practices such as production modification, maintenance and facility process improvements, material substitution, reuse, conservation, recycling, or other means.

Transportation

Suppliers shall comply with all applicable laws governing the transportation of goods and materials. If handling hazardous materials within the United States, suppliers must register with the U.S. Department of Transportation as a hazardous materials carrier and ensure that hazardous materials are properly packaged, marked, labeled, and certified in accordance with applicable legal requirements. If handling hazardous materials outside the United States, suppliers shall be appropriately trained and comply with applicable regulations for air, sea, or ground transportation of hazardous goods.

Hazardous materials/hazardous goods refer to substances or materials classified by regulatory agencies (such as the U.S. Department of Transportation or the International Maritime Organization's International Maritime Dangerous Goods Code) as posing unreasonable risks to health, safety, or property during commercial transportation.

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Legally Harvested Plant Materials

Suppliers shall provide LIKUAN with materials containing plant-based materials or derivatives that have been legally purchased, harvested, and exported from their country of origin. Suppliers shall adopt policies and management systems compliant with the U.S. Lacey Act, the European Union Timber Regulation, and similar laws, and require their suppliers to implement similar policies and systems. In addition, LIKUAN has established a detailed paper and packaging procurement policy that sets additional traceability, environmental, and social expectations for suppliers of all paper and packaging materials.

Conflict Minerals

If materials supplied to LIKUAN contain tantalum, tin, tungsten, or gold (“3TG”) necessary to the functionality or production of products regulated under Section 1502 of the U.S. Dodd-Frank Act and its related rules, suppliers shall:

- (i) disclose the presence of such minerals;
- (ii) provide information regarding smelters, refiners, and other relevant supply chain data associated with these minerals in accordance with industry-standard conflict minerals reporting requirements;
- (iii) adopt policies reasonably assuring that such minerals do not directly or indirectly finance or benefit armed groups responsible for serious human rights abuses in the Democratic Republic of the Congo, adjoining countries, or other high-risk areas identified by recognized authorities or the Responsible Minerals Initiative (RMI); and
- (iv) implement due diligence management systems related to conflict minerals and require their suppliers to adopt similar policies and management systems. A dedicated conflict minerals webpage is available outlining efforts made toward responsible sourcing.

Climate change, water quality and scarcity, and energy availability are global environmental challenges that affect all of our business operations and every individual on the planet. Through our 2025 sustainability goals, LIKUAN is committed to continuously reducing raw material consumption, waste, water usage, energy consumption, and greenhouse gas emissions. We also expect our suppliers to identify opportunities to reduce environmental impacts responsibly and take appropriate actions. We value opportunities to collaborate with suppliers in creating a positive impact on the world. Suppliers are expected to work with LIKUAN’s procurement team to identify opportunities and drive continuous improvement together.

ISO 14001, the Eco-Management and Audit Scheme (EMAS), and UNGC Principles 7–9 on environmental responsibility may provide useful additional reference resources.



Ethics

In addition to fully complying with all applicable business ethics laws and achieving social responsibility and market success, our suppliers and their representatives are expected to uphold the highest standards of ethical conduct.

Our supplier ethics standards are:

Business Integrity

The highest standards of integrity shall be upheld in all business interactions. Suppliers shall establish policies prohibiting all forms of bribery, corruption, extortion, and embezzlement. All business dealings shall be transparently conducted and accurately reflected in suppliers' business books and records. Monitoring and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws, including but not limited to the UK Bribery Act and the U.S. Foreign Corrupt Practices Act (FCPA). Suppliers shall conduct risk-based due diligence before engaging subcontractors or other third-party partners to ensure such partners comply with this Code and

Anti-Corruption

Suppliers shall comply with all applicable anti-bribery laws when conducting business on behalf of LIKUAN. Suppliers shall not engage in any form of bribery, kickbacks, corruption, extortion, money laundering, or embezzlement. Suppliers shall not offer, promise, authorize, provide, or accept bribes or other improper benefits to obtain or retain business, direct business to any person, secure improper advantages, or otherwise gain unfair benefits. This prohibition includes direct and indirect actions through third parties, including promises, offers, authorizations, giving, or accepting anything of value.

Gifts and Hospitality

Suppliers shall not provide LIKUAN employees with any gifts, meals, or entertainment that may influence, or appear to influence, business decisions related to the supplier. Business decisions must be made based on fair and objective criteria. Gifts, meals, or entertainment may only be provided when they are modest in value, infrequent, not in the form of cash or cash equivalents, held in appropriate venues, consistent with customary business practices, and compliant with the supplier's internal policies and all applicable laws.

Conflicts of Interest

Suppliers shall avoid any transactions with LIKUAN employees that may create actual or perceived conflicts of interest. A conflict of interest exists when personal interests or relationships improperly influence, or appear to influence, decisions made on behalf of LIKUAN. Even the appearance of a conflict of interest between LIKUAN employees and suppliers may harm LIKUAN's business interests and reputation.

Disclosure of Information

All business dealings shall be transparently performed and accurately reflected in suppliers' books and records. Suppliers shall disclose information regarding labor, health and safety, environmental practices, business activities, structure, financial condition, and performance in accordance with applicable laws and prevailing industry practices. Falsification of records or misrepresentation

Intellectual Property

Suppliers shall respect intellectual property rights and ensure that technology and know-how are transferred in a manner that protects intellectual property rights. Suppliers shall also safeguard customer and supplier information.

Fair Business, Advertising, and Competition

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

Reporting, Protection of Identity, and Non-Retaliation

Suppliers shall establish adequate systems for employees to raise concerns and complaints. These systems shall protect confidentiality, permit anonymous reporting (except where prohibited by law), and ensure that employees are protected from retaliation.

Privacy

Suppliers shall protect the personal information of everyone with whom they conduct business, including suppliers, customers, consumers, and employees. When collecting, storing, processing, transmitting, or sharing personal information, suppliers shall comply with privacy and information security laws and regulatory requirements.

Likuan is committed to conducting all business activities with integrity. Likuan's Code of Conduct clearly defines expectations for all employees and other individuals representing Likuan. When we choose to conduct business with you, our suppliers, we connect the actions and reputations of both companies. Therefore, maintaining the highest ethical standards is essential to protecting the best interests of our two organizations.

United Nations Convention Against Corruption and UNGC Principle 10 on anti-corruption may provide useful additional reference resources.



Management System

Suppliers shall adopt or establish a management system whose scope 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 supplier's operations, products, and services;
- (b) conformity with this Code; and
- (c) identification and mitigation of operational risks related to this Code.

The management system shall also facilitate continuous improvement in all aspects covered by this Code.

Company Commitment

Corporate social and environmental responsibility policies shall be stated in the local language and affirm the supplier's commitment to compliance and continuous improvement. These policies shall be endorsed by executive management and posted or otherwise made available in the supplier's facilities, where applicable.

Management Accountability and Responsibility

Suppliers shall clearly identify senior executive and company representatives responsible for ensuring implementation of the management systems and related programs. Senior management shall periodically review the status of the management system. Suppliers shall establish processes to assess whether adequate and qualified resources are allocated to support compliance with this

Legal and Customer Requirements

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

Risk Assessment and Risk Management

Suppliers shall establish processes to identify legal compliance, environmental, health and safety, labor practice, and ethics risks associated with their operations. Suppliers shall determine the relative significance of each risk and implement appropriate procedures and physical controls to manage identified risks and ensure regulatory compliance.

Improvement Objectives

Written performance objectives, targets, and implementation plans shall be established to improve supplier performance in accordance with this Supplier Code of Conduct, including periodic assessments of the supplier's performance in achieving those objectives.

Training

Ongoing training programs shall be implemented for managers and workers to ensure understanding and proper implementation of the supplier's policies, procedures, and improvement objectives in compliance with applicable laws, regulations, and this Code.

Communication

Suppliers shall establish processes to clearly and accurately communicate information regarding policies, practices, expectations, and performance to workers.

Worker Feedback, Participation, and Grievance Mechanisms

Suppliers shall establish ongoing processes, including effective grievance mechanisms, to assess workers' understanding of and obtain feedback on practices and conditions covered by this Code. These processes shall also encourage worker participation and support continuous improvement.

Audits and Assessments

Periodic self-evaluations shall be conducted to ensure compliance with legal and regulatory requirements, as well as the standards set forth in this Code.

Corrective Action Process

Suppliers shall establish timely corrective action processes to address deficiencies identified through internal or external assessments, inspections, investigations, and reviews.

Documentation and Records

Suppliers shall create and maintain accurate books, records, and documentation to demonstrate regulatory compliance, conformity with company requirements, and appropriate protection of privacy and confidentiality.

Supplier Responsibility

Suppliers shall communicate the requirements of this Supplier Code of Conduct to their next-tier suppliers and require them to adopt management systems and practices consistent with this Code and applicable international standards.

Likuan firmly believes that a robust and comprehensive management system is essential for implementing and maintaining effective control over complex business matters. One-time audits and corrective actions alone are insufficient to ensure ongoing compliance with these expectations. Our strongest suppliers will demonstrate conformity with this Code by integrating these practices into their corporate culture, daily operations, and systems for continuous monitoring and performance improvement, while also ensuring that their suppliers do the same.

The OECD Guidelines for Multinational Enterprises and related due diligence guidance may provide useful additional reference resources.

