

InfoVision Optoelectronics (Kunshan) Co.,Ltd

Supplier Code of Conduct

InfoVision Optoelectronics (Kunshan) Co.,Ltd founded in July 12, 2005, is one of the first companies in China to invest in the construction of TFT-LCD production lines, and was listed on the Science and Technology Innovation Board in August 2020.IVO is mainly engaged in the fifth generation thin film transistor liquid crystal display (TFT-LCD) R&D, design, production, sales of self-produced products, as a major supplier of small and medium-sized display panels worldwide, The products are mainly used in notebook, car, industrial control, mobile phones, smart Internet and other display terminal products.

Based on the responsibility and obligations of enterprises to society, InfoVision Optoelectronics (Kunshan) Co.,Ltd has formulated this policy requirement which demonstrating IVO's determination to achieve sustainable operation and take into account environmental, social and governance development. InfoVision Optoelectronics (Kunshan) Co.,Ltd always uphold the ESG policy of " respect human rights and enhance employee happiness; safe production, ensuring life and health; reduce emissions, and implement environmental protection; act towards goodness and assume social responsibility; compliance management to achieve sustainable operations ", pay attention to various issues such as respecting human rights, society, environment, business ethics, and responsible procurement. And based on this concept, we have formed commitments such as "a Conflict Minerals Non-Use Commitment", "the RBA Code of Conduct Commitment", and "Integrity Commitment", aiming to work together with suppliers to continuously improve environmental, social, and corporate governance, assume social responsibility, and build a sustainable green supply chain.

This code complies with international norms and laws and regulations of various countries, and specifies the content that our company hopes suppliers to comply with. In order to fully implement this code and successfully implement it throughout the entire supply chain, we hope that all suppliers can cooperate fully, put it into practice on the basis of fully understanding this code, and sign the following commitment letter. In the future, we

This guideline applies to all suppliers, contractors, subcontractors, and service providers who provide products and services to the company, its subsidiaries (branches), and affiliated companies. For ease of expression and reading, " InfoVision Optoelectronics (Kunshan) Co.,Ltd " is also referred to as " IVO " in this report.

Promising supplier 【 】 Promise to follow " InfoVision Optoelectronics（Kunshan）Co.,Ltd Supplier Code of Conduct "and its updates from time to time (effective immediately from the date of publication), The link path for querying InfoVision Supplier Code of Conduct【<https://www.ivo.com.cn/>】.

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Commitment not to use conflict minerals

1、 Conflict minerals refer to gold (Au), tantalum (Ta), tungsten (W), tin (Sn),cobalt(Co) , mica and other metal minerals produced from mines in conflict areas controlled by non-governmental military groups or non military factions in the Democratic Republic of the Congo, Specific conflict mineral information <http://www.responsiblebusiness.org/events/> Website publication shall prevail. The Republic of the Congo and its surrounding countries (regions) include the Democratic Republic of the Congo, the Republic of South Sudan, the The Republic of Uganda, the Republic of Rwanda, the Republic of Burundi, the United Republic of Tanzania, the Republic of Zambia, the Republic of Angola, the Central African Republic and countries (regions) that have not yet covered some or all of the above-mentioned countries.

2、 IVO committed to complying with all recognized international conventions and standards, respecting human rights, and fulfilling social responsibilities. We declare and promise not to accept the use of conflict minerals from conflict mining areas or covered countries, and require suppliers to ensure that:

- Take reasonable measures to avoid directly or indirectly funding conflicts due to procurement, and require their suppliers to implement the same measures so that the

requirement of "conflict free" runs through the entire supply chain

- Conduct due diligence using the OECD Guidelines for Responsible Supply Chain Due Diligence of Mines from Conflict Affected and High Risk Areas (or other equivalent industry standards) and encourage suppliers to use this standard.
- Promise that all products and packaging supplied (including those already supplied and future supplied) to IVO and its affiliated companies (hereinafter referred to as " IVO ") will not use the aforementioned conflict minerals and will promptly pay attention to the conflict mineral related information on the aforementioned website to ensure that the products supplied to IVO comply with the latest laws and the requirements of IVO customers. If any conflict minerals are found to be used, IVO should be notified in writing immediately.
- Strengthen supply chain management, establish relevant management systems and regulations to effectively identify and trace the sources of raw materials, prohibit the use of conflict minerals, and ensure the compliance of raw material sources. Agree to accept and cooperate with IVO in verifying the source of raw material metals from suppliers.
- Trace the sources of mica ,gold (Au), tantalum (Ta) ,tin (Sn), tungsten (W), and cobalt (Co) metal raw materials contained in all products to ensure the compliance of raw materials sources.
- Use the RBA Conflict Mineral Reporting Template (CMRT) and Extended Mineral Reporting Template (EMRT) to generate CMRT and EMRT covering all products supplied by suppliers to IVO. Fill out the survey form and relevant information required by IVO regarding "conflict minerals", and promise the authenticity, accuracy, and completeness of the survey form and related information provided by IVO regarding "conflict minerals". The supplier agrees that IVO may provide survey forms or related materials to IVO customers or third-party review agencies.
- Require first tier suppliers and their own suppliers to use CMRT and EMRT (or IPC-1755 Conflict Mineral Data Exchange Standard).
- Identify smelters, refineries, and processing plants in the supply chain, take reasonable

measures, and procure from smelters that have been verified as "compliant" or "active" by the RBA Responsible Mineral Audit Process (RMAP), etc.

- Strengthen supply chain management, establish relevant management systems and regulations to effectively identify and trace the sources of raw materials, prohibit the use of conflict minerals, and ensure the compliance of raw material sources. The supplier agrees to accept and cooperate with IVO in verifying the source of raw metal supplied by it, and proves that the supply chain and its subordinate suppliers comply with the matters stated in this declaration.
- Actively take action to communicate this policy to suppliers at all levels.
- Take proactive actions to avoid economic and reputational losses to IVO due to violating this commitment letter. If this commitment letter is violated, the supplier guarantees that IVO has the right to immediately terminate the relevant contracts, effective orders, etc. already entered into by both parties without assuming any responsibility. At the same time, bear all the losses suffered by IVO as a result.
- Without the written consent of IVO, the supplier shall not change or revoke this commitment letter on their own. This commitment letter shall come into effect from the date of signing and shall terminate upon written consent from IVO to terminate.

RBA Code of Conduct Commitment

The RBA Code of Conduct aims to establish various standards to ensure a safe working environment in the supply chain, respect and dignity for employees, and compliance with environmental and ethical requirements in business operations. IVO adopts the Responsible Business Alliance (RBA) Code of Conduct for its own operations, and requires suppliers to comply with the latest RBA Code of Conduct (RBA Website: <http://www.responsiblebusiness.org/events/>) , Develop RBA related policies and publicize them, establish a management system, carry out risk assessment and improvement activities, promote the biennial RBA audit conducted by independent, RBA approved third-party auditors, and help meet the requirements of RBA.

1、 Labor

Supplier committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community. This applies to all workers including temporary, migrant, student, contract, direct employees, and any other type of worker.

1) Prohibition of forced labor

- Forced, 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 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.
- All work must be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given as per worker's contract. 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. Employers can only hold documentation if such holdings are required by law. Participants should keep files of all departing workers.
- Suppliers or their agents and sub agents have to charge labor recruitment fees or other related fees. If it is found that the worker has paid any of the above fees, the fees should be returned to the worker.

2) Young Workers

- Child labor is not to 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. Participants shall implement an appropriate mechanism to verify the age of workers. If child labor is identified, assistance/remediation is provided.
- Support a learning program that complies with all laws and regulations and utilizes the workplace legally. Provide appropriate support and training to all student workers. By maintaining reasonable records of student workers, conducting strict due diligence on their educational partners, and protecting their rights in accordance with laws and regulations, we ensure appropriate management of student workers.
- Workers under the age of 18 (underage workers) are prohibited from engaging in work that may endanger their health or safety, including night shifts and overtime.
- If local laws do not specify, the wages of student workers, interns, and apprentices should be at least equivalent to those of junior laborers performing equivalent or similar positions.

3) Working hours

- The working hours shall not exceed the maximum time stipulated by local laws. All overtime must be voluntary.
- Unless there is an emergency or abnormal situation, the weekly working hours, including overtime, should not exceed 60 hours.
- Workers should take at least one day off every seven days.

4) Wages and Benefits

- Must comply with all applicable wage laws to pay wages to workers, including laws related to minimum wage, overtime hours, and statutory benefits.
- All workers should receive equal pay for equal work.
- For labor outside statutory hours, overtime pay should be paid to the worker at a rate higher than the normal hourly wage in accordance with local laws. It is prohibited to use

salary deductions as a disciplinary measure.

- For each payroll cycle, clear and understandable payroll should be provided to workers in a timely manner, which should include sufficient information to ensure the accuracy of the salary calculated by the workers.
- The use of temporary workers, dispatched workers, and outsourced workers must comply with local laws and regulations.

5) Non discrimination/non harassment/humane treatment

- Promotion shall not commit inhumane acts such as violence, gender based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public humiliation or verbal insult against workers, nor shall it threaten to commit any such acts.
- Clearly define disciplinary policies and regulations related to humanitarian behavior and communicate them to workers.
- Provide equal employment opportunities, and prohibit discrimination or harassment of workers based on race, skin color, age, gender, sexual orientation, gender identity, gender expression, race, ethnicity, disability, pregnancy, religious beliefs, political affiliation, membership status, military service status, genetic information, or marital status during recruitment and employment processes (such as salary, promotion, rewards, and training opportunities).
- The company should clearly define disciplinary policies and procedures that support these requirements in employment and practice, such as wages, promotions, rewards, and opportunities for training, and communicate them to workers.
- Provide workers with a workplace that is free from harassment and discrimination, and provide reasonable convenience for their religious activities.
- Workers or potential workers should not be forced to undergo medical examinations (including pregnancy or virginity tests) or physical examinations that may have discriminatory purposes.

6) Freedom of Association and Collective Bargaining

- Allow workers to freely form and join unions, engage in collective bargaining and peaceful assembly, and refuse to participate in activities. If the right to freedom of association and collective bargaining is restricted by applicable laws and regulations, workers should be allowed to choose and join other legal forms of worker representation.
- Workers and their representatives can openly communicate with management about working conditions and management practices, and express their opinions and doubts without worrying about discrimination, retaliation, threats, or harassment.

2. Health and safety

Suppliers should continuously improve the company's health and safety, committed to providing workers with a safe and healthy working environment. Thus achieving improvements in product and service quality, production efficiency, and labor retention rates.

1) Occupational Health and Safety

- Identify, evaluate, and reduce health and safety hazards that labor may encounter (chemical, electrical, and other energy, fire, vehicle, fall, etc.) by adopting alternative processes or materials, designing controls, implementing preventive safety procedures (including lockout/shutdown), and conducting ongoing relevant training. If the above methods cannot effectively control the danger, workers should be provided with appropriate and well maintained personal protective equipment, as well as educational materials on the risks that may be caused by the above hazards.
- Prevent pregnant and lactating women from coming into contact with high-risk work environments, take appropriate measures to eliminate or reduce safety risks in the workplace for pregnant and lactating women. Provide appropriate facilities for lactating women.

2) Emergency preparedness

- Identify and assess potential emergency situations, reduce their impact through implementing emergency plans, including emergency reports, labor notices, evacuation

procedures, labor training, and drills.

- Emergency drills should be conducted at least once a year, or in accordance with local laws and regulations (whichever is more stringent). The emergency plan should include fire detection, firefighting equipment, unobstructed exit routes, sufficient exit facilities, contact information for emergency personnel, and a recovery plan. Emergency plans and regulations should minimize damage to life, environment, and property as much as possible.

3) Work related injuries and illnesses

- Develop procedures and systems for preventing, managing, tracking, and reporting work-related injuries and illnesses, including encouraging labor reporting, categorizing and recording work-related injury and illness cases, providing medical services, investigating cases, taking corrective measures to eliminate the source of accidents, and helping workers return to work.
- Workers should be allowed to stay away from imminent harm and not return until the situation eases, without worrying about retaliation.

4) Industrial hygiene

- Identify, evaluate, and control the hazards that chemical, biological, and physical factors pose to workers.
- A safe and healthy working environment should be provided for workers, and the working environment should be maintained through continuous and systematic monitoring of worker health and working environment. Occupational health monitoring should be provided to regularly assess whether workers' health has been compromised due to occupational exposure.
- Develop a protection plan that includes risk education materials related to these hazards.

5) Strong physical work

- Identify, evaluate, and control the impact of labor-intensive work on workers, such as manual handling/loading and unloading of materials, repetitive lifting of heavy objects, prolonged standing, highly repetitive, and strong assembly work.

6) Machine safety protection

- Conduct safety hazard assessments on production machinery and other machinery.
- Identify and evaluate mechanical assemblies, physical protective devices, interlocking devices, and barriers that may cause harm to workers, and maintain them correctly.

7) Public health, diet, and accommodation

- Provide clean restroom facilities, drinking water, hygienic food preparation, and storage dining facilities for workers.
- The dormitories provided by suppliers or their agents should be kept clean and safe, and provide emergency exits, hot bathing water, sufficient light, heat, and ventilation, independent safety cabinets for storing personal and valuable items, and convenient private spaces for entry and exit.

8) Health and safety communication

- Provide workers with health and safety information in the workplace (requiring training in their mother tongue or understandable language) to enable them to correctly recognize danger signs, including but not limited to mechanical, electrical, chemical, fire, and physical hazards.
- Post health and safety information (clear and prominently displayed), and conduct pre job training and regular training after work. Health information and training should include specific risk content for relevant personnel, such as gender and age (if applicable). Encourage workers to raise safety awareness.
- Encourage workers to raise health and safety issues and make timely improvements, so that employees do not have to worry about retaliation.

3. Environment

Suppliers should actively assume environmental responsibilities, minimize adverse impacts on communities, the environment, and natural resources in production and operation, while ensuring public health and safety and reducing enterprise risks.

1) Environmental permits and reports

- Obtain, maintain, and update all necessary environmental permits, approval documents, and registration certificates, and comply with their requirements.

2) Pollution Prevention and Resource Reduction

- Take measures to reduce or eliminate pollutants and waste from the source, such as adding pollution control equipment, improving production, maintaining facilities, or other measures.
- Take measures to reduce the use of natural resources such as water, fossil fuels, minerals, and wood, such as improving production, maintaining equipment, using alternative materials, reusing, and recycling.

3) Hazardous substances

- Identify, label, and manage chemicals, waste, and other materials that pose a threat to humans or the environment, and safely handle, move, store, use, recycle, or reuse and dispose of them.

4) Solid waste

- The system identifies, manages, reduces, and responsibly disposes of or recovers solid waste (harmless waste), and tracks and records waste data.

5) Exhaust emissions

- Volatile organic chemicals, spray, corrosive substances, suspended particles, ozone depleting substances and combustion by-products generated during production and operation shall be classified, routinely monitored, controlled and treated as required before discharge.
- Substances that deplete the ozone layer should be effectively managed in accordance with the Montreal Protocol and applicable regulations.
- Routine monitoring of the operation status of the company's air emission control system.

6) Restricted substances

In the product and manufacturing process, comply with relevant laws and regulations that prohibit or restrict the use of specific substances (including recycling and disposal labels), as well as Longteng Optoelectronics requirements.

7) Water resource management

- Develop and implement a water resource management plan, and record, classify, and

monitor water resources and their use and discharge

- Seeking channels to protect water resources and control pollution.
- Before discharging or disposing of wastewater, it should be classified, monitored, controlled, and treated according to requirements.
- Regularly monitor the operation status of wastewater treatment and control systems to ensure optimal performance and compliance.

8) Energy consumption and greenhouse gas emissions

- Set the company's greenhouse gas emission reduction targets and continuously track the achievement of greenhouse gas emission reduction targets
- Track, record, and publicly report on the company's energy consumption and greenhouse gas emissions for Scope 1, Scope 2, and Scope 3.
- Continuously improving energy efficiency to minimize energy consumption and greenhouse gas emissions.

4. Business ethics

Suppliers should abide by business ethics, adhere to the highest standards of ethical requirements, and actively fulfill social responsibilities

1) Business Integrity

- Adhere to the highest standards of integrity in business dealings.
- Develop and promote policies prohibiting any and all forms of bribery, corruption, extortion, and corruption.
- Develop policies to prohibit conflicts of interest and promote them. Proactively declare any conflicts of interest with any personnel of IVO, including but not limited to IVO personnel who directly or indirectly control the supplier or have the ability to influence the supplier's business through investment or other means; Suppliers and any IVO personnel jointly invest and/or operate any other business.

2) No undue advantage

- It is prohibited to directly or indirectly obtain or retain business, or directly provide business to anyone, or obtain improper benefits in any other way through third-party commitments, offers, grants, offers, or accepting bribes.

- To prohibit improper interests, monitoring, record keeping, and enforcement procedures should be implemented to ensure compliance with anti-corruption laws.
- 3) Information disclosure
- Ensure that all business transactions are transparent and accurately recorded.
 - The labor, health and safety, environmental practices, business activities, structure, financial status, and performance of the enterprise shall be disclosed in accordance with relevant regulations and current industry practices.
 - It is prohibited to forge records or falsely report various actual operational situations in the supply chain.
- 4) Intellectual property
- Comply with the intellectual property laws, regulations, and provisions of the country and region where the relevant parties are located, identify the value of intellectual property, such as patents, designs, trademarks, trade secrets, and copyrights, and respect and do not infringe on the intellectual property of others.
 - Respect intellectual property rights and ensure the information security of customers and suppliers. The transfer of technical or experiential knowledge should be carried out in a way that protects intellectual property rights.
- 5) Fair Trade, Advertising, and Competition
- Adhere to standards of fair business, advertising, and competition.
- 6) Identity protection and anti retaliation policies
- Develop and implement various regulations to ensure the confidentiality and anonymity of internal whistleblowers and other whistleblowers within suppliers.
 - Develop a communication procedure for workers so that they can raise any questions without worrying about retaliation.
- 7) Responsible mineral procurement
- Develop responsible mineral procurement policies to ensure due diligence is conducted on the sources and supply chains of minerals such as tantalum, tin, tungsten, gold, cobalt, and mica in the products produced, ensuring that their sources comply with the

(OECD) ‘Due Diligence Guidelines for Mineral Supply Chains in Conflict Affected and High Risk Areas’ or equivalent and recognized due diligence frameworks.

8) Material restrictions

- Develop sufficient and effective plans to ensure the application of material constraints in formal procurement and manufacturing processes. Suppliers shall establish material restriction control policies, processes, clarify responsibilities, and record and retain execution certificates to ensure that the materials, packaging, components, and chemical composition of the products meet customer and legal requirements. If IVO requires suppliers to provide accurate compliance statements and/or certificates and analytical data, accurate specifications, compliance statements and/or certificates obtained through suppliers can be provided, and accurate monitoring and reporting records can be provided.

9) Privacy

- Protect the personal information of all individuals (including suppliers, customers, consumers, and workers) who have business dealings with them, and meet the expectations of relevant parties for protecting reasonable privacy.
- Ensure compliance with privacy and information security related laws and regulations when collecting, storing, processing, transmitting, and sharing personal information.

10) Prohibition of Unauthorized Subcontracting

- IVO 's employees are not allowed to request suppliers to subcontract the products or services they should provide to third parties without special authorization; Suppliers shall not subcontract or have third parties perform on their behalf without the consent of IVO.

5. Management system

Suppliers should ensure compliance with laws, regulations, and customer requirements related to the company's operations and products when designing management systems; Complies with the latest RBA guidelines; Identify and reduce operational risks related to RBA standards, and promote continuous improvement.

1) Company commitment

- Suppliers should develop human rights, health and safety, environmental, and ethical policy statements, declaring the commitment of participants to due diligence and continuous improvement.
- The supplier promises to publish in the workplace in a language that workers can understand after approval by the executive management.

2) Management accountability and responsibility

- Clarify the relevant senior executive management personnel and company representatives to ensure the implementation of the management system and the execution of the plan.
- Senior management should regularly review the execution status of the management system.

3) Legal requirements and customer requirements

Develop procedures to identify, monitor, and understand applicable laws, regulations, and customer requirements (including RBA guidelines).

4) Risk assessment and risk management

- Participants should adopt or establish a process to identify legal compliance, environmental, health and safety, labor practices, and ethical risks related to company operations, including risks of serious human rights and environmental impacts.
Determine the relative importance of each risk, implement appropriate procedures and substantive control measures to control identified risks and ensure compliance.

5) Improvement goals

- Develop written performance indicators, goals, and implementation plans, and regularly evaluate the progress of their implementation to improve social, environmental, and health and safety performance.

6) Training

- Provide RBA training to management and labor to ensure the implementation of supplier policies, procedures, and improvement objectives, and meet legal and regulatory requirements.

7) Communication

- Clearly and accurately communicate company policies, practices, expectations, and performance to labor, suppliers, and customers, and establish relevant procedures.

8) Participation of workers/stakeholders and opportunities for remedies

- Establish a process for continuous two-way communication with workers, worker representatives, and other stakeholders (if relevant or necessary), develop effective complaint mechanisms, obtain feedback from workers, and promote continuous improvement.
- Provide a safe environment for workers, ensuring that they can express dissatisfaction, provide feedback, and not worry about retaliation.

9) Review and evaluation

- Regularly arrange internal RBA audits, supplier RBA audits, and management reviews within the company to ensure compliance with legal and regulatory requirements related to social and environmental responsibility, RBA guidelines, and customer contract requirements.

10) Corrective Action Process

- Develop corrective procedures to promptly correct deficiencies identified during internal or external evaluations, inspections, investigations, and reviews.

11) Documents and Records

- Create and maintain files and records to ensure compliance with regulations and compliance with relevant privacy protection provisions.

12) Supplier Responsibility

- Communicate the requirements of this code to suppliers and supervise their compliance with it, and drive them to improve any missing items. Take proactive actions to avoid economic, reputational, and other losses to IVO due to violating this commitment letter. If this commitment letter is violated, the supplier guarantees that IVO has the right to immediately terminate the relevant contracts, effective orders, etc. already entered into by both parties without assuming any responsibility.
- Without the written consent of IVO, the supplier shall not change or revoke this

commitment letter on their own. This commitment shall come into effect from the date of signing and shall terminate upon written consent from Longteng Optoelectronics.

Integrity Commitment Letter

Integrity Commitment Letter

Suppliers who come into contact with IVO personnel in related business activities (including transaction negotiations, supply, service contracting, technical cooperation and exchange, logistics, payment, and other fulfillment of transaction contracts) make the following commitments regarding integrity and integrity obligations:

1. Definition

1) "Unfair benefits" refer to violations of laws, regulations, rules, and policies, or requiring relevant personnel to violate the provisions of laws, regulations, rules, policies, and industry norms, and use illegal means to seek benefits, provide assistance or convenient conditions for oneself, and seek competitive advantages. The illegal means adopted include but are not limited to providing kickbacks, commissions, securities, physical goods, bank cards, passbooks, house decoration, vehicle purchase or use, borrowing materials for personal purposes, creating lending relationships, inappropriate work and effort, investing in tourism, inappropriate gifts or entertainment for birthdays, weddings, and banquets (collectively referred to as "any form of benefit").

2) "Related parties" refer to spouses, parents, children, siblings, grandparents, grandparents, grandchildren, grandchildren, and other close relatives and friends.

2. Adhere to the principle of honesty and trustworthiness

Suppliers guarantee that all qualification certificates (including franchising), licenses, company and personal profile data, residence, product name, specifications, quality, service standards, bills, certificates, rights restrictions, and other information provided during the process of entering into and performing transactions with IVO are true, complete, correct, legal, and valid, and there is no false, deceptive, forged, or altered behavior. If there is a change in the relevant information mentioned above, the supplier should notify

IVO as soon as possible in a reasonable time, and always adhere to the principle of good faith in all stages of the performance of the transaction contract.

3. Adhere to the principle of integrity and transparency

3.1 The supplier promises to strictly abide by the IVO related integrity system

(1) Suppliers shall never provide, pay or achieve any improper benefits to IVO personnel or their affiliates for the purpose of achieving transaction objectives or fulfilling contracts.

(2) The supplier declares and guarantees that the personnel of IVO do not directly or indirectly invest in or hold equity in the supplier for the purpose of achieving trading objectives or fulfilling contracts (excluding the purchase of supplier stocks by IVO personnel from the stock exchange).

(3) The supplier declares and guarantees that no personnel or their affiliates of IVO have been employed or acted as consultants by the supplier in order to achieve the transaction objectives or fulfill the contract.

(4) Never induce IVO personnel to accept or jointly fabricate false bargaining data or prices in order to achieve trading objectives or fulfill contracts.

(5) Never induce IVO personnel to secretly or implicitly transfer contractual rights and obligations to third parties.

(6) Never use methods such as joint ventures, cooperation, absorption of shares, profit sharing, etc. to lure IVO personnel to violate their duties, affect transaction prices, hinder the achievement of transactions, or harm the interests of IVO.

(7) Never collude maliciously with IVO personnel to infringe upon the legitimate rights and interests of both parties through encroachment, misappropriation, or other means.

(8) If the supplier discovers any form of bribery or solicitation behavior by IVO personnel, the supplier should promptly report to IVO, and the reporting email is: Audit@ivo.com.cn or ltmb@ivo.com.cn, Report hotline: [0512-57278888-18980](tel:0512-57278888), IVO keeps the identity of the reporting party confidential and guarantees that the reporting party will not be treated unfairly. At the same time, IVO may give priority to cooperating with suppliers who report truthfully and strictly comply with this commitment letter under the same conditions.

(9) The supplier declares and guarantees that within 3 years after the termination of

business dealings and cooperation between both parties, they will not take any measures to cause IVO employees, including but not limited to directors, managers, staff, etc., to leave IVO and work for the supplier or its affiliated companies.

4. Liability for breach of contract

4.1 If the supplier (including its employees) violates any of the provisions stated in this commitment letter, it shall be deemed that the supplier has seriously violated the transaction contract. IVO has the right to immediately terminate or terminate any transaction contract signed with the supplier or its affiliates, including but not limited to cooperation contracts, orders, etc., and the supplier shall compensate IVO for all losses (direct and indirect losses) suffered as a result. In addition to assuming the aforementioned responsibilities, the supplier shall also pay a penalty of 30% of the total annual transaction amount or RMB 500000 (whichever is higher) to IVO for each breach. IVO has the right to deduct the liquidated damages and compensation payable by the supplier directly from the accounts payable to the supplier.

This commitment letter shall take effect from the date of signing and shall remain in effect until the supplier signs a written termination agreement with IVO.

Environmental Sustainability

Green development is not only a strategic choice to address global climate change, but also a necessary path to break through the resource and environmental bottlenecks faced by enterprise development. IVO always adheres to the environmental protection policy of "energy conservation, carbon reduction, and environmental protection", promotes management systems such as ISO 14001, ISO 14064, and ISO 50001, and continuously carries out energy-saving and environmental protection actions in various stages of research and development, production, and operation, minimizing negative impacts on the environment, and striving to form a virtuous cycle of symbiotic development between enterprises and the environment. IVO is committed to reducing environmental impacts and protecting natural resources through sustainable business practices.

IVO suppliers should actively carry out the following environmental and energy-saving actions to demonstrate our leadership in the field of the environment:

- Promote the inventory of greenhouse gas emissions
- Promote greenhouse gas emission verification (obtaining ISO14064 and other certificates)
- Actively promote the establishment of public greenhouse gas emission reduction targets (such as SBT)
- Actively carry out actions to reduce greenhouse gas emissions
- Progress and performance status in achieving public greenhouse gas targets
- Conduct pollutant monitoring and reporting
- Carry out pollutant reduction actions and promote recycling and reuse
- Conduct water consumption monitoring and reporting
- Carry out actions to reduce water consumption and promote water recycling
- Conduct energy usage monitoring and reporting
- Carry out actions to reduce energy usage and promote the use of renewable energy and other resources
- Promote the use of renewable/recycled environmentally friendly materials
- Promote the development, manufacturing, and sales of energy-saving and environmentally friendly products
- Promote the release of sustainable development reports, showcasing the company's commitments, policies, projects, and results