

## Supplier Code of Conduct

To ensure that Yesiang provides a safe working environment across its supply chain, that employees are treated with respect and dignity, and that business operations promote environmental protection and adhere to ethical conduct, Yesiang has established this Supplier Code of Conduct (“the Code”). Yesiang requires suppliers to comply with this Code and with the laws and regulations of the countries and regions where they operate. Yesiang also encourages suppliers to require their downstream suppliers, contractors, and service providers to recognize and adopt this Code.

A supplier’s compliance with this Code will be one of the considerations in Yesiang’s purchasing decisions. Yesiang expects to drive continuous improvement through close collaboration, communication, audits, and follow-up assessments with suppliers. Failure to comply with this Code, or refusal to cooperate with Yesiang’s audit personnel, may result in the termination of the business relationship with Yesiang.

The provisions of this Code are based on the Responsible Business Alliance (RBA, formerly EICC) Code of Conduct, and are informed by the UN Guiding Principles on Business and Human Rights, as well as other widely adopted international human rights frameworks, including the ILO Declaration on Fundamental Principles and Rights at Work and the UN Universal Declaration of Human Rights.

This Code is organized into five sections. Sections A, B, and C respectively outline standards for labor, health and safety, and the environment. Section D provides standards for business ethics; Section E describes the elements of an appropriate management system needed to effectively implement this Code.

## A.Labor

Suppliers shall commit to upholding workers' human rights and treating them with respect, in line with internationally recognized standards. This applies to all workers, including temporary workers, migrant workers, students, contract workers, direct employees, and any other types of workers. In drafting this standard, reference was made to the recognized norms listed in the appendix, which also serve as useful supplementary information sources.

### Labor Standards:

#### 1) Freely Chosen Employment

Forced, bonded (including debt-bonded), or indentured labor; involuntary or exploitative prison labor; slavery; and human trafficking are strictly prohibited (including involving North Korean nationals or individuals covered by the U.S. Countering America's Adversaries Through Sanctions Act, CAATSA). This includes using intimidation, coercion, threats, abduction, or fraud to transport, harbor, recruit, assign, or receive workers for labor or services. In addition to prohibiting unreasonable restrictions on workers' access to the workplace, suppliers shall not unreasonably restrict workers' freedom of movement within the workplace, including, where applicable, worker dormitories or living quarters. As a necessary part of the recruitment process, all workers must be provided with employment agreements written in their native language, clearly stating the terms and conditions of employment; migrant workers must receive such agreements before departing their home country, and the agreement may not be replaced or altered upon arrival in the receiving country, except where changes are required to comply with local law and provide terms that are equal or better. All work must be voluntary, and workers shall have the right to leave their employment freely. If a worker gives reasonable notice in accordance with the employment agreement, they shall be permitted to terminate the employment relationship without penalty. Employers, agents, and sub-agents shall not confiscate, destroy, conceal, or otherwise withhold workers' identification or immigration documents, such as government-issued IDs, passports, or work permits. Employers may only retain documents where required by law; even then, workers must have access to their documents at all times. Workers shall not be required to pay recruitment fees or any other fees related to their employment to employers' agents or sub-agents. If workers are found to have paid such fees, those fees must be reimbursed to the affected workers.

## 2) Young Workers

Child labor shall not be used in any manufacturing process. “Child” refers to anyone under the age of 15, or under the age for compulsory education, or under the minimum employment age of the country/region—whichever is highest. Suppliers shall implement appropriate mechanisms to verify workers’ ages. Legitimate workplace learning programs that comply with all applicable laws and regulations are excluded. Workers under 18 years of age (young workers) shall not perform work that could endanger their health or safety, including night shifts or overtime. Suppliers shall properly maintain student records, rigorously vet educational partners, and protect students’ rights in accordance with applicable laws and regulations, thereby ensuring appropriate management of student workers. Suppliers shall provide suitable support and training to all student workers. Where local laws do not specify, compensation for student workers, interns, and apprentices shall be at least equivalent to that of other entry-level employees performing similar or comparable work. If child labor is identified, suppliers must provide assistance and remediation.

## 3) Working Hours

Research on business practices shows a clear link between worker fatigue and reduced productivity, higher employee turnover, and increases in injuries and illnesses. Accordingly, working hours must not exceed the maximum limits set by local law. In addition, total weekly working hours should not exceed 60 hours (including overtime), except in emergencies or other exceptional circumstances. Any overtime must be voluntary, and workers should be allowed at least one day of rest every seven days.

## 4) Wages and Benefits

Wages paid to workers shall comply with all applicable compensation laws, including those related to minimum wage, overtime, and statutory benefits. In accordance with local legal requirements, overtime pay must be higher than the regular hourly rate. Wage deductions may not be used as a form of disciplinary action. Each pay period, workers shall be provided promptly with clear wage statements containing sufficient information to verify the accuracy of the compensation paid. Temporary, dispatched, and outsourced workers must be engaged in compliance with local laws.

## 5) Humane Treatment

Suppliers shall avoid harsh or inhumane treatment of employees, including violence, sexual violence, sexual harassment, sexual assault, corporal punishment, psychological or physical coercion, bullying, public shaming, or verbal abuse; nor may they threaten to engage in any such conduct. Related disciplinary policies and procedures must be clearly defined and communicated to employees.

#### 6) Non-Discrimination

Suppliers commit to providing a workplace free of harassment and unlawful discrimination. The company shall not discriminate against or harass employees in recruitment or in actual employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, ethnicity or nationality, disability, pregnancy, religion, political opinion, group affiliation, veteran status, protected genetic information, marital status, or similar grounds, nor allow such factors to affect wages, promotion, awards, or training opportunities. Appropriate spaces shall be made available for employees to practice religious activities. In addition, employees or prospective employees shall not be subjected to discriminatory medical testing (including pregnancy tests or virginity tests) or physical examinations. This standard is drafted in reference to the ILO Discrimination (Employment and Occupation) Convention (No. 111).

#### 7) Freedom of Association

In accordance with local law, suppliers shall respect all employees' rights to form and join a union of their choice, to engage in collective bargaining, and to participate in peaceful assembly, as well as respect employees' rights to refrain from such activities. Employees and/or their representatives shall be able to communicate openly with management about working conditions and management practices—and share their ideas and concerns—without fear of discrimination, retaliation, threats, or harassment.

## B. Health and Safety

Suppliers should recognize that beyond minimizing the incidence of work-related injuries and illnesses, a safe and healthy workplace improves product and service quality, production stability, and worker loyalty and morale. Suppliers should also understand that ongoing worker engagement and training are key to identifying and resolving health and safety issues in the workplace. This standard was drafted with reference to recognized management systems (such as ISO45001 and the ILO Guidelines on Occupational Safety and Health Management Systems), which also serve as useful sources of additional information.

### Health and Safety Standards:

#### 1) Occupational Safety

Hazards shall be identified and mitigated through a hierarchy of controls, including elimination, substitution of processes or materials, sound design and engineering controls, administrative controls, preventive maintenance, and safe operating procedures (including lockout/tagout), together with ongoing safety training. Suppliers shall identify, assess, and reduce workplace health and safety risks (such as chemical, electrical and other energy sources, fire, vehicles, and fall hazards or incidents) to protect workers. Where hazards cannot be effectively controlled through these methods, workers must be provided with appropriate, well-maintained personal protective equipment, along with training materials on the hazards and associated risks. Reasonable measures must also be taken to keep pregnant and nursing women away from high-risk work environments, eliminate or reduce any occupational health and safety risks they face (including risks associated with tasks assigned to them), and provide suitable facilities for nursing mothers.

#### 2) Emergency Preparedness

Potential emergencies and incidents shall be identified and assessed, and emergency response plans and procedures implemented to minimize their impact, including: emergency reporting, worker notification and evacuation plans, worker training, and drills. Drills must be conducted at least annually, or as required by local law, whichever is stricter. Emergency plans should also include appropriate fire detection and suppression equipment, unobstructed emergency exits, adequate escape route facilities, emergency contact information, and recovery plans. These plans and procedures should prioritize minimizing harm to life, the environment, and property.



### 3) Occupational Injury and Illness

Procedures and systems shall be established to prevent, manage, track, and report occupational injuries and illnesses, including provisions that: encourage worker reporting; classify and record cases of occupational injuries and illnesses; provide necessary medical treatment; investigate cases and implement corrective actions to address root causes; and support workers in returning to work.

### 4) Industrial Hygiene

Using the hierarchy of controls, identify, assess, and control the impacts on workers from exposure to chemical, biological, and physical agents. Where hazards are found, participants shall seek opportunities to eliminate and/or reduce them. If hazards cannot be eliminated or sufficiently reduced, appropriate design, engineering, and administrative controls must be applied. If these measures cannot effectively prevent exposure, workers shall be provided, free of charge, with suitable, well-maintained personal protective equipment and training. Protective programs must be ongoing and include educational materials on the risks associated with these hazards.

### 5) Physically Demanding Work

Identify, assess, and control hazards arising from physically demanding tasks, including manual material handling or repetitive lifting of heavy objects, prolonged standing, and highly repetitive or high-intensity assembly work.

### 6) Machine Safeguarding

Suppliers shall assess safety hazards associated with production equipment and other types of machinery. To prevent potential worker injury from machinery, they shall provide and properly maintain physical guards, interlock devices, and barriers.

### 7) Sanitation, Food, and Housing

Workers shall be provided with clean restroom facilities, potable drinking water, and hygienic cooking utensils, food storage facilities, and tableware. Worker dormitories provided by suppliers or labor agents must be clean and safe, and must include appropriate emergency exits; hot water for bathing; adequate lighting, heating, and ventilation; secure, separate storage for personal and valuable items; and appropriate, easily accessible private spaces. For infectious diseases, suppliers shall develop and implement plans and take reasonable steps to prevent, protect against, and respond to potential outbreaks among workers.

#### 8) Health and Safety Communication

Participants shall provide workers with appropriate occupational health and safety information and training in their native language or a language they understand, enabling them to identify all workplace hazards they may face, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. Health and safety information must be clearly posted at the workplace or otherwise made visible and readily accessible to workers. All workers shall be trained before starting work and regularly thereafter. Workers should be encouraged to raise any health and safety concerns without fear of retaliation.

#### 9) Natural Disaster Risk Mitigation

Suppliers shall understand the natural disasters that may affect the factory's location—such as earthquakes, droughts, floods, and typhoons—evaluate the likelihood and severity of potential injuries, property damage, and business interruption, and, based on that assessment, mitigate risks through physical safeguards, the development of response procedures, training and drills, and the execution of emergency plans.



## C.Environment

Suppliers recognize that environmental stewardship is an integral part of producing world-class products. They should identify the environmental impacts of their manufacturing operations and minimize adverse effects on communities, the environment, and natural resources while protecting public health and safety. This standard was drafted with reference to recognized management systems (such as ISO 14001 and the Eco Management and Audit System, EMAS), which also serve as useful sources of additional information.

Environmental Standards:

### 1) Environmental Permits and Reporting

All required environmental permits (e.g., emission monitoring), approvals, and registrations must be obtained, properly maintained, and kept up to date, and their operational and reporting requirements must be followed.

### 2) Pollution Prevention and Resource Reduction

Pollutants and waste should be minimized or eliminated at the source or through practices such as installing pollution-control equipment and improving production, maintenance, and facility processes. Natural resource use (including water, fossil fuels, minerals, and products from primary forests) should be conserved through measures such as process improvements, material substitution, reuse, efficiency, recycling, or other methods.

### 3) Hazardous Substances

Hazardous chemicals, wastes, and other materials that pose risks to people or the environment must be identified, labeled, and managed to ensure their safe handling, transport, storage, use, recycling or reuse, and disposal.

### 4) Solid Waste

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

### 5) Air Emissions

Before releasing air emissions generated from operational activities—including volatile organic compounds, aerosols, corrosives, particulates, ozone-depleting substances, and combustion by-products—suppliers must categorize, routinely monitor, control, and treat them as required. Ozone-depleting substances must be managed effectively in accordance with the Montreal Protocol and applicable regulations. Suppliers shall also routinely monitor the performance of air-emission control systems.



#### 6) Material Restrictions

Suppliers must comply with all applicable laws and customer requirements that prohibit or restrict the inclusion of specific substances in products and manufacturing processes (including requirements on recycling and disposal labeling).

#### 7) Water Management

Suppliers shall implement a water management plan to record, categorize, and monitor water sources, usage, and discharges; seek opportunities to conserve water; and control pathways of contamination. All wastewater must be categorized, monitored, controlled, and treated as required prior to discharge or disposal. Suppliers shall routinely monitor the performance of wastewater treatment and control systems to ensure optimal performance and legal compliance.

#### 8) Energy Consumption and Greenhouse Gas Emissions

Suppliers must set corporate greenhouse gas reduction targets. Energy consumption and all Scope 1 and Scope 2 greenhouse gas emissions shall be tracked, recorded, and publicly reported to achieve these reduction goals. Suppliers should identify ways to improve energy efficiency and minimize energy use and greenhouse gas emissions.

## **D. Business Ethics**

To fulfill social responsibility and succeed in the marketplace, suppliers and their agents must uphold the highest ethical standards, including:

### **1) Business Integrity**

In all business interactions, the highest standards of integrity must be maintained. Suppliers shall adopt a zero-tolerance policy toward any form of bribery, corruption, fraud, extortion, or embezzlement.

### **2) No Improper Advantage**

Suppliers shall not promise, offer, authorize, give, or accept bribes or any other form of improper advantage. This prohibition covers promising, offering, authorizing, giving, or accepting anything of value—directly or indirectly through third parties—to obtain or retain business, transfer business to others, or gain an unfair benefit. Monitoring, record-keeping, and enforcement procedures must be implemented to ensure compliance with anti-corruption laws.

### **3) Disclosure of Information**

All business dealings shall be conducted with transparency and accurately recorded in suppliers' books and business records. In accordance with applicable laws and common industry practice, suppliers should disclose information related to labor participation, health and safety, environmental practices, business activities, organizational structure, financial condition, and performance. Falsifying records or misrepresenting conditions or practices in the supply chain is prohibited.

### **4) Intellectual Property**

Suppliers shall respect intellectual property rights, transmit technology and know-how in ways that protect those rights, and safeguard the information of customers and suppliers.

### **5) Fair Business, Advertising, and Competition**

Suppliers shall adhere to standards of fair business, truthful advertising, and fair competition.

### **6) Protection of Identity and Non-Retaliation**

Unless prohibited by law, suppliers shall establish procedures to protect the identity and confidentiality of whistleblowers among suppliers and employees (any person who reports improper conduct by company staff, supervisors, public officials, or government agencies). Suppliers shall also establish communication processes that allow employees to raise concerns without fear of retaliation.

#### **7) Responsible Sourcing of Minerals**

Suppliers shall establish policies and conduct due diligence to reasonably ensure that the sources and supply chains for tin, tantalum, tungsten, and gold used in their products align with the Organisation for Economic Co-operation and Development (OECD) guidance for responsible supply chains of minerals from conflict-affected and high-risk areas, or an equivalent and recognized due-diligence framework.

#### **8) Privacy**

Suppliers commit to reasonably protecting the personal information and privacy of all parties with whom they conduct business (including suppliers, customers, consumers, and employees). When collecting, storing, processing, transmitting, and sharing personal information, suppliers shall comply with privacy and data security laws and regulatory requirements.

#### **9) Avoiding Conflicts of Interest**

In all business dealings between suppliers and Yesiang, any potential conflicts of interest must be avoided. Potential conflicts include, but are not limited to, cases where Yesiang employees or their immediate family members (parents, children, spouse, or siblings) are employed by a supplier or hold a significant investment interest in a privately held supplier. Unnecessary or overly frequent social interactions between suppliers and Yesiang contacts may also raise concerns or create the appearance of a conflict of interest. Any contact between suppliers and Yesiang personnel must observe normal business boundaries, and any situation involving a conflict of interest must be reported to Yesiang immediately. If suppliers discover any potential conflict of interest, they must promptly notify Yesiang and take appropriate actions to prevent any misconduct that could result.

#### **10) Prohibition on Unauthorized Subcontracting**

Without specific authorization, Yesiang employees may not request suppliers to subcontract contracted products or services to a designated third party, nor may they direct suppliers to purchase materials or make procurements from designated third parties. If a supplier receives such a request, it should immediately report it through Yesiang's whistleblowing channel.

#### **11) Adherence to Contract Terms**

For matters where Yesiang expects the supplier to perform personally (including under contracts or purchase orders), suppliers may not subcontract or assign performance to a third party without Yesiang's consent. Suppliers must not provide any products or services to Yesiang without a valid contract or purchase order duly executed with Yesiang.



## 12) Compliance with Import/Export Regulations

Suppliers shall understand and comply with laws and regulations related to importing, exporting, and transporting goods to Yesiang or on Yesiang's behalf, including export controls and customs regulations of the country of origin, import and customs regulations of the destination country, applicable duties and taxes required by payment laws, and local transportation regulations. Suppliers shall provide their employees and subcontractors with operating procedures and training to ensure compliance with the foregoing requirements.

## 13) Yesiang's Sole Business Contact Person

Yesiang's procurement personnel are the sole business contact person for supplier sales personnel. Without the consent, arrangement, or involvement of Yesiang's procurement staff, supplier sales personnel may not conduct business communications with Yesiang's employees outside of procurement, nor may they discuss any commercial terms—including, but not limited to, price, payment terms, delivery schedules, incentives, indemnities, free goods, testing or services, technical specifications, or engineering improvements.



## E. Management System

Suppliers shall adopt or establish a management system relevant to the scope and content of this Code. When designing the management system, suppliers shall ensure: (a) compliance with applicable laws, regulations, and customer requirements related to the supplier's operations and products; (b) alignment with this Code; and (c) identification and mitigation of business risks associated with this Code. The management system should also drive continuous improvement.

The management system should include the following elements:

### 1) Company Commitment

A statement of the supplier's social and environmental responsibility policy shall affirm its commitment to legal compliance and continuous improvement, be signed by executive management, and be posted at the workplace in the local language.

### 2) Management Accountability and Responsibility

Suppliers shall clearly designate senior executives and company representatives responsible for ensuring the implementation of the management system and related programs. Senior management shall regularly review the performance of the management system.

### 3) Legal and Customer Requirements

Establish procedures to identify, monitor, and understand applicable laws, regulations, and customer requirements (including the requirements of this Code).

### 4) Risk Assessment and Risk Management

Establish procedures to identify legal, environmental, health and safety, labor, and ethical risks related to the supplier's operations. Assess the level of each risk and implement appropriate procedures and substantive controls to manage identified risks and ensure compliance with laws and regulations.

### 5) Objective Improvement

Develop written performance objectives, metrics, and implementation plans to improve the supplier's social, environmental, and health and safety performance, including periodic reviews of progress toward these objectives.

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Note 1: All production areas, warehouses and storage facilities, plant/workplace support equipment, laboratories and testing areas, sanitation facilities (bathrooms), kitchens/canteens, and employee housing/dormitories shall be included within the scope of the environmental, health, and safety (EHS) risk assessment.



#### **6) Training**

Develop training programs for management and employees to implement the supplier's policies, procedures, and improvement objectives, while meeting applicable legal and regulatory requirements.

#### **7) Communication**

Establish procedures to clearly and accurately communicate the supplier's policies, practices, expectations, and performance to employees, suppliers, and customers.

#### **8) Employee Feedback, Participation, and Grievance**

Establish ongoing, effective procedures (including a functioning grievance mechanism) to assess employees' awareness of practices covered by this Code and any violations, and to collect employee feedback to drive continuous improvement. A safe environment must be provided so employees can raise grievances and opinions without fear of retaliation.

#### **9) Audits and Assessments**

Conduct regular self-assessments to ensure compliance with legal and regulatory requirements, the provisions of this Code, and social and environmental responsibility requirements contained in customer contracts.

#### **10) Corrective Actions**

Establish procedures to ensure timely correction of deficiencies identified through internal and external evaluations, inspections, investigations, and audits.

#### **11) Documentation and Records**

Establish and maintain documentation and records to ensure compliance with legal requirements and company policies, while safeguarding privacy and confidentiality.

#### **12) Supplier Responsibility**

Establish procedures to communicate the requirements of this Code to suppliers and to oversee/monitor suppliers' compliance with the Code.