

Combined Ethics & Labor Commitment Policy

Inno Semiconductor Co., Ltd.

Address: NO.925 Yecheng Road, Jiading Industrial Zone, Shanghai, China

Approved by: Xu QinKang (Senior Management)

1. Purpose

This Combined Ethics & Labor Commitment Policy establishes the official standards for ethical business conduct, anti-bribery, integrity governance, labor and human rights compliance of Inno Semiconductor Co., Ltd. This policy aims to ensure consistent, transparent, and compliant operations in all business activities and supply chain management. The company operates as a professional semiconductor trading enterprise without self-owned manufacturing facilities, focusing on standardized supplier compliance management and ethical business practices.

2. Scope

This policy applies to the company's senior management, all staff, business representatives, cooperating agents, and all upstream manufacturing and supply chain partners who conduct business with the company. It covers all commercial transactions, supply chain cooperation, labor management and internal governance activities.

3. Business Ethics and Anti-Bribery Principles

3.1 The company strictly adheres to the principle of integrity, transparency and legality in all business negotiations, transactions, cooperation and customer services.

3.2 All forms of commercial bribery, kickbacks, improper gifts, illegal benefits, fraud, false records and undisclosed conflicts of interest are strictly prohibited.

3.3 All business data, transaction records, cooperation documents and financial records shall be truthfully retained, accurately recorded and completely filed.

3.4 The company prohibits any internal or external personnel from seeking improper interests through business cooperation. Any suspected violations shall be reported to senior management for investigation and rectification.

3.5 The company does not allow any retaliatory behavior against personnel who report violations in good faith.

4. Labor and Human Rights Compliance Commitment

4.1 All employment and supply chain labor practices strictly comply with local laws and international responsible business conduct standards.

4.2 Forced labor, bonded labor, child labor, human trafficking and any form of involuntary labor are strictly prohibited in the company's business scope and supplier chain.

- 4.3 The company advocates equal employment opportunities and prohibits any discrimination based on gender, age, race, religion or personal background.
- 4.4 The company requires all upstream manufacturing suppliers to implement standardized labor management, reasonable working hours, legal salary payment and humane working environment, in line with RBA Code of Conduct requirements.

5. Internal Governance and Supply Chain Supervision

- 5.1 Senior management is fully responsible for the formulation, approval, implementation and continuous optimization of this policy.
- 5.2 The company establishes a fixed annual self-assessment mechanism for ethics and labor compliance to continuously inspect internal management and supply chain risks.
- 5.3 The company conducts regular compliance screening and supplier due diligence for all upstream cooperative factories to ensure sustainable and standardized compliance performance.

6. Compliance Reporting Channel

Any unethical behavior, bribery risks, irregular labor practices or supply chain compliance problems can be reported to company management officially. All valid reports will be reviewed, verified and rectified confidentially.

7. Policy Review and Update

This policy is officially effective upon senior management approval and will be reviewed and optimized annually to adapt to updated industry compliance requirements and customer audit standards.

Approved by: Xu QinKang

Title: Senior Management

Signature: Xu QinKang

Date: Sep 22, 2026

