

Data Image Corporation (hereinafter referred to as "Data Image", "Our Company", and "We") keep striving toward the corporate philosophy that the existence purpose of an enterprise is to create values and contribute sustainable value to the human society by exerting positive influence. We are committed to improving the toughness of the supply chain, moving towards sustainable development of the overall supply chain, and will keep moving forward to the vision of "Bringing Enjoyment 'N' Quality to Life".

We refer to relevant international regulations and initiatives, including the RBA Code of Conduct (Responsible Business Alliance), the Social Accountability 8000 (SA8000), UN Guiding Principles on Business and Human Rights, UN Universal Declaration of Human Rights, and the top ten principles of UN Global Compact, etc. to establish Data Image Supplier Sustainability Code of Conduct (hereinafter referred to as "the Code").

Applicable to:

All suppliers, contractors, subcontractors and service providers (hereinafter referred to as "Supplier" or "Suppliers") that provide Data Image (including its subsidiaries and joint ventures) with its products and services.

Management requirements:

All Suppliers must understand and follow this Code. When necessary, Data Image will audit the implementation status of the Suppliers, and ask the Suppliers to provide corrective action/progress reports.

Data Image also requires the Suppliers to establish their sustainability regulation/code of conduct, and communicate Data Image's requirements to their suppliers to ensure the sustainability of the entire value chain.

The Code is made up of five sections, including Labor, Health and Safety, Environment, Ethics, and Management Systems.

A. Labor

The Suppliers are committed to uphold the human rights of workers, and to treat them with respect and protection. The Suppliers shall comply with Data Image human rights policy by control of their internal management processes.

A.1 Human Rights Risk

- (1) The Suppliers shall establish the risk assessment / due diligence procedure for human rights.
- (2) Mitigation / remediation measures are provided for high risk situations.

A.2 Prohibition of Forced Labor

- (1) Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted.
- (2) There shall be no unreasonable restrictions on workers' freedom of movement.

All workers must be provided with a written employment agreement in their native language, or in a language the worker can understand, 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 unless these changes are made to meet local law and provide equal or better terms.

- (3) All work shall be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given, which shall be clearly stated in workers' contracts.
- (4) The Suppliers shall maintain documentation on all leaving workers. Employers, agents, and sub-agents may not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, and workers shall not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment.

A.3 Child Labor and Young Workers

- (1) Child labor is not to be used under the minimum age for employment in the country. If child labor is identified, assistance/remediation must be provided.
- (2) The Suppliers shall ensure protection of young workers' rights in accordance with applicable laws and regulations, shall not have young workers perform work that is likely to jeopardize their health or safety, and shall provide appropriate support and training.
- (3) The wage rate for young workers shall be at least the same wage rate as other entry-level workers performing equal or similar tasks.

A.4 Working Hours

- (1) Working hours are not to exceed the maximum set by local law. All overtime must be voluntary.
- (2) Workers shall be allowed at least one day off every seven days.

A.5 Wages and Benefits

- (1) Compensation paid to workers shall comply with all applicable wage laws. The Suppliers are committed to paying the living wage as the target, and periodically conduct investigation, monitoring and communication of the living wage.
- (2) All workers shall receive equal pay for equal work and qualification.
- (3) Workers shall be compensated for overtime at pay rates greater than regular hourly rates.
- (4) Deductions from wages as a disciplinary measure shall not be permitted.
- (5) For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for works performed.
- (6) The wages and benefits shall be provided in compliance with local laws for any types of workers.

A.6 Non-Discrimination/Non-Harassment/Humane Treatment

- (1) There is to be no harsh or inhumane treatment of workers in any unfriendly way; nor is there to be the threat of any such treatment.
- (2) Disciplinary policies and procedures in support of these humane treatment requirements shall be clearly defined and communicated to workers.
- (3) The Suppliers should be committed to a workplace free of harassment and unlawful discrimination. The Suppliers shall not engage in any acts of discrimination or harassment against the job applicant or worker.
- (4) Workers shall be provided with reasonable accommodation for religious practices and disability.
- (5) Workers or potential workers should not be subjected to medical tests or physical exams that could be used in a discriminatory way.

A.7 Freedom of Association and Collective Bargaining

- (1) In conformance with local law, the Suppliers shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Where the right of freedom of association and collective bargaining is restricted by applicable laws and regulations, workers shall be allowed to elect and join alternate lawful forms of worker representations.
- (2) Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.

A.8 Layoff

- (1) The Suppliers shall not lay off the workers based on race, color, gender, marital status, family responsibility, pregnancy, religion,

political affiliation, blood relationship, social background, trade union membership, activity participation of trade union, complaints on employers, or absences due to illness.

- (2) Workers shall be noticed of the layoff in writing.
- (3) The Suppliers shall give reasonable notifications or compensation for layoff of workers.

B. Health and Safety

The Suppliers shall construct a healthy and safe work environment, dedicate to minimizing the incidence of work-related injury and illness, identify and solve health and safety issues in the workplace through education and labor participation, and be committed to complying with the requirements of ISO 45001.

B.1 Occupational Safety and Industrial Hygiene

- (1) Worker potential for exposure to health and safety hazards are to be identified, assessed, controlled and mitigated by using the hierarchy of controls and providing ongoing occupational health and safety training.
- (2) Where hazards cannot be adequately controlled by these means, workers are to be provided with appropriate personal protective equipment and protective plans which include educational materials about risks to them associated with these hazards.
- (3) The Suppliers shall provide workers with safe and healthy working environments, which shall be maintained through ongoing, systematic monitoring of workers' health and working environments. The Suppliers shall provide occupational health monitoring to routinely evaluate if workers' health is being harmed from occupational exposures.
- (4) Gender-responsive measures shall be taken, such as not having pregnant women and nursing mothers in working conditions, which could be hazardous to them or their child, and to provide reasonable accommodations for nursing mothers.

- (5) Suppliers shall value employees' mental health and stress management by establishing comprehensive support and prevention mechanisms. They shall regularly identify and assess psychosocial risks (such as long working hours, excessive workload, or insufficient organizational support), and take appropriate measures to mitigate the sources of stress, ensuring that workers operate in a psychologically safe and respectful environment.

B.2 Emergency Preparedness

- (1) Potential emergency situations and events are to be identified and assessed, and their impact minimized by implementing emergency plans and response procedures.
- (2) Emergency drills must be executed at least annually or as required by local law, whichever is more stringent.

B.3 Occupational Injury and Illness

- (1) Procedures and systems are to be in place to prevent, manage, track and report occupational injury and illness.
- (2) The Suppliers shall allow workers to remove themselves from imminent harm, and not return until the situation is mitigated, without fear of retaliation.

B.4 Physically Demanding Work and Machine Safeguarding

- (1) Worker exposure to the hazards of physically demanding tasks is to be identified, evaluated, and controlled, and substituting / mitigation plans are to be provided.
- (2) Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks, and barriers are to be provided and properly maintained.

B.5 Sanitation, Food, and Housing

- (1) Workers are to be provided with healthy, safe and sanitary food, water and dormitories in compliance with local laws and basic needs of human rights.

B.6 Communication and Grievance



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- (1) The Suppliers shall provide workers with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand. Health and safety related information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers. Health information and training shall include content on specific risks to relevant demographics, such as gender and age, if applicable. Workers shall be encouraged to raise any health and safety concerns without retaliation.

C. Environment

The Suppliers recognize that environmental protection is one of our responsibilities, and shall identify the environmental impacts and minimize adverse effects on the community, environment, and natural resources within their manufacturing operations, while safeguarding the health and safety of the public. The Suppliers agree to provide the evidence of obtaining or moving forward to an operable environmental management system, such as ISO 14001, and are committed to keeping improving the environment. The Suppliers shall comply with Data Image environment policy and communicate Data Image environment policy to their tier-1 suppliers.

C.1 Permits and Reporting

- (1) All required environmental permits, approvals, and registrations are to be obtained, maintained, and kept current and their operational and reporting requirements are to be followed.

C.2 Pollution Prevention and Resource Reduction

- (1) Emissions and discharges of pollutants and generation of waste are to be minimized or eliminated at the source or by practices such as adding pollution control equipment; modifying production, maintenance, and facility processes; or by other means. The use of natural resources is to be conserved during the manufacturing and waste processes.

C.3 Hazardous Substances

- (1) The substances posing a hazard to humans or the environment are to be identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal. Hazardous waste data shall be tracked and documented.

C.4 Solid Waste and Air Emissions

- (1) The Suppliers shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous).
- (2) Air emissions from operations are to be characterized, routinely monitored, controlled, and treated as required prior to discharge. The Suppliers shall conduct routine monitoring of the performance of its air emission control systems.
- (3) Ozone-depleting substances are to be effectively managed in accordance with the Montreal Protocol and applicable regulations.

C.5 Water Management

- (1) The Suppliers shall implement a water management program that documents, characterizes, and monitors water sources, use and discharge; seeks opportunities to conserve water; and controls channels of contamination.
- (2) All wastewater is to be characterized, monitored, controlled, and treated as required prior to discharge or disposal. The Suppliers shall conduct routine monitoring of the performance of its wastewater treatment and containment systems.

C.6 Materials Restrictions

- (1) The Suppliers are to adhere to all applicable laws, regulations, and customer requirements regarding the prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

- (2) The Suppliers shall sign the statements regarding the substances prohibited / limited by Data Image upon request.

C.7 Energy Consumption and Greenhouse Gas Emissions

The Suppliers shall establish and report against an absolute corporate-wide greenhouse gas reduction goal. All Scopes 1, 2 and significant categories of Scope 3 greenhouse gas emissions shall be tracked, documented, and publicly reported, and to be minimized.

- (1) Energy consumption is to be tracked, documented, and publicly reported. The Suppliers are to look for methods to improve energy efficiency and to minimize their energy consumption.

C.8 Biodiversity

- (1) The Suppliers shall have the commitment for biodiversity and zero deforestation to reduce the environmental impact and maintain the stability and balance of ecosystems. The quality of the soil where operations are located shall not be diminished.
- (2) The Suppliers understand the importance of environmental ecology and promise to mitigate the impact on biodiversity, forest and land, including:
 - i. Biodiversity - protecting, strengthening and restoring ecosystems and maintaining gene/species diversity.
 - ii. Zero deforestation – no deforestation on the principle of Zero Net Deforestation.
 - iii. Land Conservation – preventing land from degradation and promoting land restoration.

C.9 Climate-related policies

- (1) The Suppliers shall establish their own climate-related policies, including but not limited to GHG emissions reduction policy, renewable energy policy and renewable materials policy.

C.10 Material sustainability policy

- (1) The Suppliers shall establish their own material sustainability policy so as to mitigate the environmental and social impacts resulted from the research, mining, transportation, operation and

use of the raw materials. The suppliers shall respect the use right of the land, the forest and the water resource, including but not limited to the use of energy, water resource and other resources during material mining, and the generation of waste. The Suppliers shall not expel local community residents or aborigines, and shall avoid human rights violation and interests endangering of local community. Priority shall be given to the use of the primary or secondary raw materials that have lower negative impacts on the environment and society.

D. Ethics

The Suppliers are to uphold the highest standards of ethics, implement business ethics, and do their best to take the corporate responsibilities.

D.1 Business Integrity

- (1) The highest standards of integrity are to be upheld in all business interactions. The Suppliers shall have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement.

D.2 No Improper Advantage

- (1) Bribes or other means of obtaining undue or improper advantage are not to be promised, offered, authorized, given, or accepted.
- (2) The Suppliers shall actively avoid any possible conflicts of interest during the commercial intercourse with Data Image; shall disclose to Data Image any situation that may be regarded as conflicts of interest, including but not limited to Data Image 's workers or their close relatives (parents, children, spouses, or sibling) being employed by the Suppliers, or having important financial interest relationships with the Suppliers.
- (3) Monitoring, record keeping, and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.

D.3 Disclosure of Information

- (1) All business dealings should be transparently performed and accurately reflected on the Suppliers' business books and records. Information regarding the Suppliers' labor, health and safety, environmental practices, business activities, structure, financial situation, and performance is to be disclosed in accordance with applicable regulations and prevailing industry practices.
- (2) No falsification of records or misrepresentation of conditions or practices in the supply chain allowed.

D.4 Intellectual Property

- (1) Intellectual property rights are to be respected, transfer of technology and know-how is to be done in a manner that protects intellectual property rights, and customer and supplier information is to be safeguarded.

D.5 Fair Business, Advertising and Competition

- (1) Standards of fair business, advertising, competition and applicable laws are to be upheld. Do not conduct bid rigging, concerted pricing, price discrimination, and other acts that violate competition laws.

D.6 Whistleblower protection

- (1) The Suppliers shall have programs that ensure the confidentiality, anonymity, and protection of the whistleblowers.
- (2) The Suppliers should have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.
- (3) To report any illegal incident, please use Data Image's integrity mailbox: integrity@dataimagecorp.com

D.7 Responsible Sourcing of Minerals

- (1) The Suppliers shall adopt a policy and exercise due diligence on the source and chain of custody of the conflict minerals (Gold, Tantalum, Tungsten, Tin, Cobalt, Mica, Copper, Graphite (natural), Lithium, and Nickel) in the products they manufacture to

reasonably assure that they are sourced in a way consistent with the Organization 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.

The Suppliers shall avoid procurement of conflict minerals which directly or indirectly finance for the benefits of illegal armed groups or to contribute to human rights abuses from conflict-affected regions such as DRC and adjoining countries (Angola, Burundi, Central African Republic, Republic of Congo, Rwanda, South Sudan, Tanzania, Uganda and Zambia).

- (2) The Suppliers shall cooperate with Data Image to complete the Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT) developed by the Responsible Minerals Initiative (RMI).
- (3) The Suppliers shall work the best to provide Data Image with smelters that conform to the Responsible Minerals Assurance Process (RMAP) List.

D.8 Information Security and Privacy

- (1) The Suppliers shall implement information protection and ensured the security of the information system, so that unauthorized entry, use, disclosure, destruction, modification, viewing, recording, and destruction do not occur. The Suppliers shall comply with Data Image information security policy, and control information security by their internal management processes.
- (2) The Suppliers are to commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, and comply with applicable laws.

E. Management Systems

The Suppliers shall adopt or establish a management system with a scope that is related to the Code to ensure compliance of the followings. The management system should also facilitate continual improvement.

- Applicable laws and regulations related to the suppliers' operations and products
- Customer requirements
- The Code
- Identification and mitigation of operational risks related to the Code

E.1 Commitment, Accountability and Responsibility

- (1) The Suppliers' sustainability policy statements shall be endorsed by executive management, and shall be made public and communicated to workers in a language they understand via accessible channels.
- (2) The Suppliers shall clearly identify senior executive and company representative(s) responsible for ensuring implementation of the management systems and associated programs.

E.2 Risk Management and Improvement Objectives

- (1) The Suppliers shall adopt or establish a process to identify the legal compliance, environmental, health and safety, labor practice and ethics risks, including the risks of severe human rights and environmental impacts, associated with the Suppliers' operations, to determine the relative significance for each risk, and to implement appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.
- (2) The Suppliers shall have written performance objectives, targets and implementation plans to improve the Suppliers' sustainability performance, and conduct a periodic assessment of the performance in achieving those objectives.

E.3 Training, Communication and Grievance

- (1) The Suppliers shall have programs for training managers and workers to develop the abilities to understand and implement the Code.

- (2) The Suppliers shall have a process for communicating clear and accurate information about the policies, practices, expectations, and performance related to the Code to workers, suppliers, and customers.
- (3) The Suppliers shall establish processes for ongoing two-way communication with workers, their representatives, and other stakeholders where relevant or necessary. Workers shall be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

E.4 Assessments, Corrective Action, Documentation and Records

- (1) The Suppliers shall conduct periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code, and customer contractual requirements.
- (2) The Suppliers shall have a process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews
- (3) The documents and records shall be created and maintained to ensure regulatory compliance and conformity to company requirements.

E.5 Supplier Responsibility

- (1) The Suppliers shall have a process to communicate Code requirements to their suppliers and to monitor supplier compliance to the Code.



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Company Name (Company Seal)

Signature of the person in charge

Date (yyyy/mm/dd)

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