

Humax Networks

Supplier Code of Conduct

June 2026



Humax Networks Group (“HN”) strives to achieve the highest possible standards of environmental, ethical and social responsibility for all products and services, and wherever HN operates, we strive to do our best for our customers and our people and contribute positively to society.

HN has developed 13 principles to define the principles of environmental, ethical, and social responsibility that suppliers must follow internationally recognized standards, including the UN Guide Principles on Business and Human Rights and the Universal Declaration of Human Rights.

Consistent with the application of HN’s principles, the Supplier Code of Conduct (“Code”) outlines HN’s expectations regarding the sustainability practices of our suppliers. Suppliers must fully comply with all applicable laws, rules and regulations of the countries where they operate and any other applicable jurisdictions.

Supplier and its personnel shall comply with the Code available at: https://www.humax-networks.com/esg_management, as may be updated from time to time by posting a revised version on Humax Networks’ website. Any changes will be effective thirty (30) days after posting on Humax Networks’ website.

Principle 1. Business should be conducted legally and based on integrity ethics

All forms of bribe, corruption, extortion, or embezzlement are prohibited and suppliers must have the procedures to prevent it. Suppliers shall not violate any international and anti-corruption conventions, and must uphold fair business standards in advertising, sales, and competition.

Conflicts of interest in business transactions between suppliers and HN must be disclosed. Government officials, party representatives, or HN employees must disclose and declare their ownership or interest in the business of suppliers to HN before engaging in business relationships with HN.

Any business entertainment with HN is reasonable entirely for the purpose of maintaining a good business relationship and should have no intention of having any impact on how HN decides its future business. Avoid giving gifts between partner and HN employees.

All business and commercial transactions must be transparent and accurately recorded. Suppliers must accurately record and disclose information regarding their

business activities, structure, financial situation, and performance in accordance with applicable laws and regulations and prevailing industry practices.

Principle 2. Fair wages should be paid

Workers must be provided with a total compensation package that includes wages, salaries, and paid leave that meet or exceed the legal minimum standards. Wages must not be paid in kind.

Before hiring, workers must be provided with written and understandable information that roughly describes their employment conditions and wages.

Principle 3. Observe working hours and prohibit forced labor

All workers' working hours must be compliant with the laws of their respective countries and reasonable. All overtime requested by the employer must be fairly and properly monitored.

Supplier must not use any form of forced, coerced, or indentured labor. All work must be voluntary, and workers shall be free to leave work or terminate their employment with reasonable notice. Workers must not be required to surrender any government-issued identification, passports, or work permits as a condition of employment. Where workers are required to pay a fee in connection with obtaining employment, suppliers shall be responsible for payment of all fees and expenses in excess of the amount of one month of the worker's anticipated net wages.

Principle 4. Do not discriminate

Suppliers should have employment policies and practices that embrace equality for all. There should be no discrimination against hiring, compensation, training, promotion, dismissal or retirement based on race, origin, religion, age, disability, gender, marital status, sexual orientation, appearance, connection, union member or political affiliation. Furthermore, suppliers shall not require a pregnancy test or discriminatory medical tests except where required by applicable laws or prudent for workplace safety.

Principle 5. Child labor should be prohibited

Only workers at least 15 years of age and the legal minimum age of employment should be employed to avoid using child labor for any purpose. Workers under the age of 18

(youth) should not be forced to work overtime or perform work likely to jeopardize their health, safety, or morals.

Principle 6. Freedom of association must be guaranteed

Freedom of association and workers' rights to collective bargaining should be recognized and respected as well as respect the right of workers to refrain from such activities.

Principle 7. The health and safety of workers should be protected

Safe, healthy and hygienic workplaces should be provided to prevent accidents and injuries occurring during the work process. Potential emergency situations and events shall be identified and assessed, and their impact minimized by implementing emergency plans and response procedures, worker training and drills. Emergency drills shall be executed at least annually or as required by local law, whichever is more stringent. Emergency plans shall also include appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders, and recovery plans. Such plans and procedures shall focus on minimizing harm to life, environment and property.

Principle 8. Workers must have access to fair procedures and remedies

Workers should be provided with procedures to quickly and fairly address difficulties that may arise during work.

Principle 9. Harsh or inhumane treatment or harassment should not be allowed

Suppliers must commit to a workplace free of harassment and unlawful discrimination. Workers shall be treated fairly in accordance with legal norms and shall not be treated harshly or inhumanely, such as verbal abuse, mental abuse and physical coercion, sexual harassment, or unreasonable restrictions on entering or exiting company provided facilities.

Principle 10. Continuous prevention and improvement should be made for environmental impact

Suppliers must commit to reducing the environmental impacts of their designs, manufacturing processes, and waste emissions.

Suppliers must obtain and keep current all required environmental permits and registrations, and follow their operational and reporting requirements.

Suppliers must characterize, monitor, control, and treat air emissions, wastewater, and stormwater, and manage solid waste (including non-hazardous) as required by applicable laws.

Suppliers must comply with all laws prohibiting or restricting the use or handling of specific substances. They must ensure the safe handling, movement, storage, recycling, reuse, and disposal of waste and hazardous materials, and comply with all applicable labeling laws.

Suppliers must endeavor to reduce or eliminate solid waste, wastewater, and air emissions by implementing appropriate conservation measures, recycling, re-using, or substituting materials.

Suppliers must establish and report an absolute corporate-wide greenhouse gas reduction goal. Energy consumption and all Scopes 1 and 2 greenhouse gas emissions must be tracked, documented, and publicly reported. Suppliers must seek methods to improve energy efficiency and minimize their energy consumption and greenhouse gas emissions.

To minimize adverse environmental impacts, suppliers should strive to reduce greenhouse gas emissions and use energy. They should also take all reasonable measures to ensure safe handling, movement, storage, recycling, and reuse of waste, hazardous materials and wastewater emissions, and to prevent leakage/release.

Principle 11. Protection of intellectual property

Suppliers must respect intellectual property rights, safeguard all customer information, and ensure the transfer of technology and know-how is conducted in a manner that fully protects intellectual property rights.

Principle 12. Commitment to corporate social responsibility

Suppliers shall support corporate social responsibility and commit to complying with international standards, particularly ISO 26000, as well as Humax Networks' Supplier CSR policy.

Suppliers must fully cooperate with HN's right to visit, inspect, and audit facilities and processes upon reasonable prior written notice.

Suppliers shall implement appropriate corrective action plans for any process deficiencies or breaches identified during inspection or audit.

Suppliers shall cooperate with document surveys audits, assessments, consultations, and education/training sessions deemed necessary by HN to assure compliance with this Code.

Principle 13. Responsible sourcing of materials

Suppliers shall ensure that its products supplied to HN and supply chain are free from prohibited materials sourced from conflict areas (e.g., tantalum, tin, tungsten and gold). Supplier shall trace the chain of custody and make all control measures available to HN upon request.



Supplier Code of Conduct

Pledge of compliance

As a partner of Humax Networks, we agree with the terms of this policy and promise to meet and comply with the requirements and expectations described.

Verify the following:

1. Received and read Humax Networks' Supplier Code of Conduct.
2. We agree to comply with the principles and requirements of Humax Networks' Supplier Code of Conduct. We acknowledge that a failure to comply with the principles and requirements herein shall be a ground of termination of the contract.
3. As part of the Partner Audit/Execution Program, you can review the results of Partner ESG Code of Conduct compliance.

Date :

Company name :

Address :

Representative name :

Signature :