

Lanner Commitment to RBA Code of Conduct

Lanner is committed to abide by the Responsible Business Alliance (RBA) Code of Conduct. To achieve this goal, our mission is to help people and businesses worldwide achieve the highest efficiency and success. Realizing our mission involves more than just building innovative technologies. We adhere to the following requirements, which also extends to our interactions with customers, partners, governments, communities, and suppliers, and provide training to our employees accordingly.

Adherence to Legal and Ethical Conduct

- Fully comply with antitrust and fair competition laws applicable in the jurisdictions where business transactions take place.
- Do not engage in any form of bribery or kickbacks, whether involving public officials or individuals in the private sector.
- Lanner has established Supplier and Employee Codes of Conduct and complies with all applicable anti-corruption and anti-money laundering laws.
- Respect and protect the intellectual property rights of all parties, using legally obtained and authorized information technology and software, by licensing or usage terms for software, hardware, and content.
- Comply with all requirements and procedures related to passwords, confidentiality, security, and privacy.
- Respect intellectual property rights, including but not limited to copyrights, patents, trademarks, and trade secrets, and manage the transfer of technology and knowledge in a manner that safeguards intellectual property.

Respect for Human Rights and Legal Labor Practices

- Lanner adheres to a commitment to uphold human rights and equal opportunities in the workplace, ensuring that employees and the workplace are free from harassment and unlawful discrimination. The company recognizes and respects cultural differences and prohibits discrimination based on race, color, gender, nationality, religion, age, disability, gender identity or expression, marital status, pregnancy, sexual orientation, political affiliation, union membership, or seniority.
- Lanner prohibits the use of forced labor and supports no form of involuntary labor through coercion, violence, fraudulent claims, or any other means of compulsion.
- In legal circumstances, respect the freedom of movement of employees to enter and exit the workplace. Foreign workers are free to terminate their employment in accordance with local and national laws without facing penalties.
- Comply with all local and national minimum working age laws and do not employ child labor.

- Corporal punishment or abuse is not allowed. Prohibit physical abuse or punishment, mental abuse, sexual harassment, or other forms of harassment, as well as any form of verbal abuse or intimidation. Respect employees' rights to freely associate and engage in collective bargaining in accordance with the law.
- Provide reasonable work arrangements for employees, ensure rest breaks, and provide compensation and benefits in compliance with local laws. Deductions from wages as a disciplinary measure are prohibited.

Provide a Healthy and Safe Working Environment

- Lanner commits to providing a healthy working environment and safety management practices, complying with all legal and practical requirements in terms of safety and health, including occupational safety, emergency preparedness, occupational injuries and illnesses, industrial hygiene, physically demanding work, machine maintenance, environmental health, food, and housing, as applicable.
- Take appropriate steps to minimize inherent hazards in the workplace.

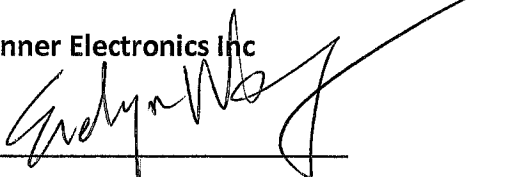
Compliance with Environmental Regulations and Protection

- Comply with all applicable environmental laws and regulations regarding the emission of hazardous substances, exhaust gases, waste, and wastewater, including matters related to the production, transportation, storage, disposal, and release of such substances into the environment.
- Dedicate efforts to reduce or eliminate various forms of waste, including water and energy, by implementing appropriate conservation measures in their facilities, through maintenance and production processes, and by utilizing recycling, reusing, or alternative materials.

Establishing a Management System in Compliance with RBA Content

- Ensure that the management system complies with applicable laws, regulations, and customer requirements, and continually drive improvement.
- Develop procedures to identify and assess risk levels, control identified risks, and ensure compliance with regulatory requirements.
- Establish clear internal and external communication channels for transparency, identity protection, and prevention of retaliation, while safeguarding the personal information and privacy of customers, suppliers, employees, and other stakeholders.

Lanner Electronics Inc



Sr. Vice President