

IMI SUPPLIER CODE OF CONDUCT

Signed by:

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PHILIPPE ANTUNEZ

IMI Global Sourcing and Commodity Head

Document No: SQE-QGS-003 Rev.03

Rev: _____

Date: 09/04/2026

IMI SUPPLIER CODE OF CONDUCT

PART I: INTRODUCTION

Integrated Micro-Electronics, Inc. (IMI) is committed to conducting business with integrity and in accordance with the highest standards of ethical conduct, corporate governance, and sustainability, as set forth in the **IMI Code of Conduct**.

This Supplier Code of Conduct ("Supplier Code") defines the minimum requirements that all suppliers must meet as a condition of doing business with IMI. These requirements are intended to ensure compliance with applicable laws and regulations, as well as alignment with internationally recognized standards, including the Responsible Business Alliance (RBA) Code of Conduct and relevant ISO standards.

IMI reserves the right to monitor and assess supplier compliance through audits and other appropriate means, and to require corrective actions where necessary. Through this partnership, IMI and its suppliers are committed to building a responsible, resilient, and sustainable supply chain that supports long-term value creation and strong ESG performance.

IMI SUPPLIER CODE OF CONDUCT

PART II: IMI SUPPLIER CODE OF CONDUCT FRAMEWORK

MANAGEMENT SYSTEMS

- Company Commitment
- Management Accountability and Responsibility
- Legal and Customer Requirements
- Risk Assessment and Risk Management
- Improvement Objectives
- Training
- Communication
- Worker/Stakeholder Engagement and Access to Remedy
- Audits and Assessments
- Corrective Action Process
- Documentation and Records
- Supplier Communication

LABOR

- Freely Chosen Employment / Prohibition of Forced Labor
- Young Workers
- Working Hours
- Wages and Benefits
- Non-Discrimination/Non-Harassment/Humane Treatment
- Freedom of Association and Collective Bargaining

ETHICS

- Business Integrity
- No Improper Advantage
- Disclosure of Information
- Intellectual Property
- Fair Business, Advertising and Competition
- Protection of Identity and Retaliation
- Responsible Sourcing of Minerals and Materials
- Privacy / Information Security
- Human Rights and Responsible Supply Chains

HEALTH AND SAFETY

- Occupational Health Safety
- Emergency Preparedness
- Occupational Injury and Illness
- Industrial Hygiene
- Physically Demanding Work
- Machine Safeguarding
- Sanitation, Food, and Housing
- Health and Safety Communication

ENVIRONMENTAL

- Environmental Permits and Reporting
- Pollution Prevention and Resource Conservation
- Hazardous Substances
- Solid Waste
- Air Emissions
- Materials Restrictions
- Water Management
- Energy Consumption and Greenhouse Gas Emissions



A. LABOR

Supplier shall commit to respect the human rights of workers, and to treat them with dignity. This applies to direct and indirect suppliers, as well as all workers including temporary, migrant, student, contract (e.g. project based /consultant), direct employees, and any other type of worker workers performing work for IMI.

Supplier recognizes internationally accepted standards and frameworks, including the Universal Declaration of Human Rights (UDHR), the UN Global Compact, Social Accountability International (SAI), the Ethical Trading Initiative (ETI) Base Code, and the Responsible Business Alliance (RBA) Code of Conduct, as guiding references for its labor and human rights practices.

The labor standards are as follows:

1. Freely Chosen Employment / Prohibition of Forced Labor

Supplier shall not use forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery, or trafficking of persons. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services.

Supplier shall not tolerate unreasonable restrictions on employees' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company provided facilities including, if applicable, workers' dormitories or living quarters.

Employees shall not be required to pay employers' or agency recruitment fees or other related fees for their employment.

A. LABOR

As part of the hiring process, 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.

All work shall be voluntary, and employees shall be free to leave work at any time or terminate their employment in accordance with the Company's policies.

Supplier 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, such as government-issued identification, passports, or work permits. Notwithstanding the foregoing, employers can only hold documentation if necessary to comply with the local law.

In this case, at no time shall workers be denied access to their documents. Workers shall not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

A. LABOR

2. Young Workers

Child labor shall not be used in any stage of manufacturing. The term “child” refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest.

Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime.

Supplier shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students’ rights in accordance with applicable laws and regulations.

Supplier shall implement an appropriate mechanism to verify the age of workers.

The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported. Supplier shall provide appropriate support and training to all student workers.

In the absence of local law, the wage rate for student workers, interns, and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks.

2.1 Child Labor Remediation Program

if child labor is identified, suppliers shall implement a documented remediation process. Young workers shall not perform hazardous work, work night shifts, or engage in activities that may jeopardize their health, safety, or education. Suppliers shall provide appropriate support and training to all student workers.

A. LABOR

3. Working Hours

Working hours shall not exceed the maximum set by local law. i.e., one (1) rest period of not less than twenty-four (24) consecutive hours for every six (6) consecutive normal workdays. Further, a workweek shall not be more than 60 hours per week, including overtime, except in emergency or unusual situations.

All overtime shall be voluntary. Total working hours, including overtime, shall comply with legal limits and customer requirements. Overtime shall be controlled, monitored, and conducted in accordance with applicable laws and facility procedures. Facilities shall monitor working-hour compliance and implement corrective actions where nonconformities are identified.

Any exemption shall be temporary, legally compliant, documented, and implemented in a manner that protects worker health, safety, and well-being.

4. Wages and Benefits

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. All workers shall receive equal pay for equal work and qualification. Workers shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor shall be within the limits of the local law. A timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed is provided.

A. LABOR

5. Non-Discrimination/Non-Harassment/ Humane Treatment

Supplier shall commit to a workplace free of harassment and unlawful discrimination.

There shall be no harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment. Companies shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity or expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training.

Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers. Workers shall be provided with reasonable accommodation for religious practices and disability. In addition, workers or potential workers should not be subjected to medical tests, including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way. This was drafted in consideration of ILO Discrimination (Employment and Occupation) Convention (No.111).

Supplier shall be committed to providing a workplace that promotes fair treatment, equal opportunity, diversity, equity, inclusion, and freedom from discrimination, harassment, coercion, and retaliation. IMI expects its suppliers, contractors, and business partners to uphold the same principles, maintain fair labor practices, and respect the human rights of all workers throughout the supply chain.

A. LABOR

5.1 Diversity, Equity, and Inclusion

Supplier shall be committed to fostering a diverse, equitable, and inclusive workplace where all employees are treated with dignity and respect. Employment decisions, including recruitment, hiring, training, compensation, promotion, and termination, are based on qualifications, performance, skills, and business needs, without discrimination based on any characteristic protected by applicable law. IMI values diverse perspectives and provides a workplace free from discrimination, harassment, bullying, and retaliation.

6. Freedom of Association and Collective Bargaining

Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. 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.

In alignment with these principles, Supplier 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.

B. HEALTH AND SAFETY

Supplier recognizes that in addition to minimizing the incidence of work-related injuries and illnesses, a safe and healthy working environment enhances the quality of products and services, consistency of production and worker retention and morale. Supplier also recognize that ongoing worker input and education are essential to identifying and solving health and safety issues in the workplace.

Workplace Conditions:

Supplier shall provide workers with safe, healthy, and hygienic workplace conditions and shall implement programs to prevent occupational injury, illness, and work-related fatalities.

Supplier shall identify, assess, and control worker exposure to health and safety hazards through proper design, engineering and administrative controls, preventive maintenance, safe work procedures, training, and the provision of appropriate personal protective equipment (PPE).

B. HEALTH AND SAFETY

The health and safety standards are as follows:

1. Occupational Health Safety

Worker's potential exposure to health and safety hazards (chemical, electrical and other energy sources, fire, vehicles, and fall hazards, biological and physical agents etc.) shall be identified and assessed, mitigated using the Hierarchy of Controls. Such as: through proper design, engineering and administrative controls, preventative maintenance, and safe work procedures (including lockout/tagout), and ongoing safety training.

Where hazards cannot be adequately controlled by these means, workers shall be provided with appropriate, well-maintained, personal protective equipment, and educational materials about risks to them associated with these hazards.

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.

Reasonable steps shall be taken to remove pregnant women and nursing mothers from high-hazard working conditions, eliminate or minimize workplace health and safety risks associated with their work assignments, and provide reasonable accommodations for nursing mothers.

B. HEALTH AND SAFETY

2. Emergency Preparedness

Potential emergency situations and events are identified and assessed, and their impact minimized by implementing emergency plans and response procedures including: emergency reporting, employee notification and evacuation procedures, employee training and drills, appropriate fire detection and suppression equipment, clear and unobstructed egress adequate exit facilities and recovery plans. Such plans and procedures focus on minimizing harm to life, the environment and property.

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.

3. Occupational Injury and Illness

Procedures and systems shall be in place to prevent, manage, track and report occupational injuries and illnesses, including provisions to encourage worker reporting, classify and record injury and illness cases, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes, and facilitate the return of workers to work. Supplier shall allow workers to remove themselves from imminent harm, and not return until the situation is mitigated, without fear of retaliation.

4. Industrial Hygiene

Worker exposure to chemical, biological, and physical agents shall be identified, evaluated, and controlled according to the Hierarchy of Controls. When hazards cannot be adequately controlled, workers shall be provided with and use appropriate, well-maintained, personal protective equipment free of charge. Supplier shall provide workers with safe and healthy working environments, which shall be maintained through ongoing, systematic monitoring of workers' health and working environments. Supplier shall provide occupational health monitoring to routinely evaluate if workers' health is being harmed from occupational exposures. Protective occupational health programs shall be ongoing and include educational materials about the risks associated with exposure to workplace hazards.

B. HEALTH AND SAFETY

5. Physically Demanding Work

Worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing, and highly repetitive or forceful assembly tasks shall be identified, evaluated, and controlled.

6. Machine Safeguarding

Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks, and barriers shall be provided and properly maintained where machinery presents an injury hazard to workers.

7. Sanitation, Food, and Housing

Workers shall be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories provided by the Participant or a labor agent shall be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting, and adequate conditioned ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

8. Health and Safety Communication

Supplier shall provide employees with appropriate workplace health and safety information and training in the language of the employee or in a language the employee can understand for all identified workplace hazards that employees are exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. 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. Training shall be provided to all workers prior to the beginning of work and regularly thereafter. Workers shall be encouraged to raise any health and safety concerns without retaliation.

C. ENVIRONMENTAL

IMI recognizes that environmental responsibility is integral to producing world class products. In manufacturing operations, adverse effects on the community, climate, environment, and natural resources are to be minimized while safeguarding the health and safety of the public. Recognized management systems such as ISO 14001 and the Eco Management and Audit System (EMAS) were used as references in preparing the Code and may be a useful source of additional information. IMI expects the same level of environmental stewardship and care from its suppliers and sub suppliers

Supplier recognizes that environmental responsibility is integral to producing world-class products. Supplier shall identify the environmental impacts and minimize adverse effects on the community, environment, and natural resources, while safeguarding the health and safety of the public.

C. ENVIRONMENTAL

The environmental standards are as follows:

1. Environmental Permits and Reporting

All required environmental permits (e.g., discharge monitoring), approvals and registrations are to be obtained, maintained, and kept current and their operational and reporting requirements are to be followed.

2. Pollution Prevention and Resource Conservation

Emissions and discharges of pollutants and generation of waste shall 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, including water, fossil fuels, minerals, and virgin forest products, shall be conserved by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling, or other means.

3. Hazardous Substances

Chemicals, waste, and other materials posing a hazard to humans or the environment shall 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

4. Solid Waste

Supplier shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous) in accordance with the local regulations. Waste data shall be tracked and documented.

C. ENVIRONMENTAL

5. Air Emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting substances, and combustion byproducts generated from operations shall be characterized, routinely monitored, controlled, and treated as required prior to discharge. Ozone- depleting substances shall be effectively managed in accordance with the Montreal Protocol and applicable regulations. Supplier shall conduct routine monitoring of the performance of its air emission control systems.

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6. Materials Restrictions

Supplier shall adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances in products and manufacturing, including labelling for recycling, treatment, and disposal. Supplier shall comply with the applicable Restricted Substances List (RSL). All materials and components supplied to IMI meet regulatory and customer requirements such as:

- Legal requirements (e.g. RoHS, REACH, TSCA)
- Customer-specific requirements
- Industry standards

C. ENVIRONMENTAL

Supplier response must be submitted to IMI two weeks from the date of request. Should supplier be unable to provide based on IMI lead time, they must advise 3 days ahead of the target deadline their own lead time. In both cases of delayed submission, supplier's rating will be deducted depending on the effect on production, product approval and shipment and will be responsible for customer complaints

Note: refer to Appendix 111 for the lists of requirements – supplier to review and update the lists in reference to latest requirements as per applicable laws.

7. Water Management

Supplier shall implement a water management program that documents, characterizes, and monitors water consumptions, use and discharge; seeks opportunities to conserve water; and controls channels of contamination. All wastewater is to be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Supplier to conducts routine monitoring of the performance of its wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

If Supplier is operating in water-stressed regions, Supplier shall assess water-related risks and implement measures to support sustainable water stewardship and conservation.

C. ENVIRONMENTAL

8. Energy Consumption and Greenhouse Gas Emissions

Supplier shall establish and report against an absolute corporate-wide greenhouse gas reduction goal. Energy consumption and all Scopes 1, 2, and significant categories of Scope 3 greenhouse gas emissions shall be tracked, documented, and publicly reported. Supplier shall look for methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

8.1 Climate Change - Supplier shall establish science-based greenhouse gas reduction targets, monitor climate-related risks and opportunities, and implement programs to improve energy efficiency and reduce GHG emissions throughout operations and the value chain. Sustainability programs, environmental data, including Scope 1, Scope 2, and Scope 3 greenhouse gas emissions information shall be shared to IMI/Customer upon requests.

8.2 Biodiversity and Deforestation - Where applicable, Supplier shall seek to avoid, minimize, and mitigate adverse impacts on biodiversity, ecosystems, natural habitats, and protected areas. Supplier shall not knowingly contribute to illegal deforestation, habitat destruction, or significant biodiversity loss

D. ETHICS

Supplier's top management, directors, officers, employees, manufacturers, and principal suppliers are expected to comply with the highest standard of ethics, laws, rules, and regulations that are applicable to the Company or its business.

To meet social responsibilities and to achieve success in the marketplace, Supplier and their agents shall uphold the highest standards of ethics including the following:

1. Business Integrity

The highest standards of integrity shall be upheld in all business interactions. Both Supplier and IMI shall have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement.

Supplier shall maintain effective internal controls, accurate books and records, and appropriate monitoring mechanisms to detect, prevent, and address bribery, corruption, fraud, money laundering, embezzlement, and other unethical or illegal conduct

1.1 Conflict of Interest

Failure of the Supplier to disclose and obtain clearance for any actual or possible conflict of interest situation may result in disqualification or possible severance of the supplier's business opportunities with IMI.

Prohibited acts Conflicts of interest include, and are not limited to the following acts:

- engaging in transactions that actually constitute or could be perceived as creating conflict of interest, including giving valuable gifts or extending a loan or ownership of a significant part of a company business);
- performing back door selling or conniving with any personnel or staff of IMI and using the same for its business advantage;
- personal financial involvement in activities that might conflict with IMI's interest, such as ownership in companies where IMI's activities have a major impact;
- using insider or confidential information for personal gain.

D. ETHICS

Undertaking of the Supplier to comply with the foregoing, the supplier should conduct the following:

- if a proposed transaction or situation raises any questions or doubts, refer the said matter to the Chief Finance Officer or Head of the Human Resources of IMI before entering into the relationship or situation in question;
- should a conflict occur, make a declaration disclosing information concerning:
 - potential conflicts of interest relating to its activities as an Supplier;
 - any financial interest an IMI employee may hold in the supplier's business;
 - the Supplier's personal or private business engaged in a business similar to that of IMI's; or the Supplier's immediate family members working for IMI

in case of conflict of interest, obtain clearance from the Head of Materials Management of IMI; and to submit annually to IMI Key contacts either from IMI's Head of Global Sourcing Procurement and or Material Repair and Ordering department a statement which confirms that the Supplier is in compliance with and has agreed to comply with the IMI's conflict of interest policy.

D. ETHICS

2. No Improper Advantage

Bribes or other means of obtaining undue or improper advantage are not to be promised, offered, authorized, given, or accepted. This prohibition covers promising, offering, authorizing, giving, or accepting anything of value, either directly or indirectly through a third party, to obtain or retain business, direct business to any person, or otherwise gain an improper advantage. Monitoring and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.

2.1 Giving Gifts, Gratuities, and Entertainment

Supplier may provide gifts, meals, or reasonable hospitality only when they are lawful, infrequent, of nominal value, and consistent with customary business practices. Such items must not be offered to obtain an improper advantage, influence a business decision, or create a conflict of interest. Supplier shall not offer, promise, give, or authorize bribes, kickbacks, or any other improper payments, directly or indirectly.

Gifts, entertainment, or anything of value to government officials are prohibited unless expressly permitted by law and approved through appropriate company controls.

2.2 Accepting Gifts, Gratuities, and Entertainment

Supplier shall avoid situations that may create an actual or perceived conflict of interest. Gifts, gratuities, hospitality, or entertainment may only be accepted when they are lawful, infrequent, of nominal value, and consistent with customary business practices. Supplier must not improperly influence, or appear to influence, business decisions.

Cash, cash equivalents, personal favors, travel expenses, accommodation, or other benefits that could create undue influence shall not be accepted

D. ETHICS

3. Disclosure of Information

All business dealings shall be transparently performed and accurately reflected on the Participant's business books and records. Information regarding participant's labor, health and safety, environmental practices, business activities, structure, financial situation, and performance shall be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.

4. Intellectual Property

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 are to be safeguarded.

The Supplier shall, at its sole cost and expense, indemnify, defend, and hold IMI harmless from and against any claim brought by a third party to the extent that such claims arise out of infringements by the goods supplied of any patent, trade secret, copyright, trademark or other intellectual property rights. Supplier shall adhere to international trade regulations and export control regulations. IMI shall be free from any liability should the Supplier commit any violation of the said regulations.

5. Fair Business, Advertising, and Competition

Standards of fair business, advertising, and competition shall be upheld. All employees, Director, officer should endeavor to deal fairly with the Company's customers, suppliers, competitors, officers, and employees. No one should take unfair advantage of anyone through bribery, manipulation, concealment, misinterpretation of material facts, or any other unfair dealing practices.

D. ETHICS

6. Protection of Identity and Retaliation

Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers shall be maintained, unless prohibited by law. Supplier shall have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

7. Responsible Sourcing of Minerals and Materials

Supplier shall adopt a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, gold, and cobalt 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.

Records, documentation, and supply chain controls shall be maintained and made available upon request. Supplier shall conduct risk-based due diligence on raw materials and supply chains to identify ethical risks.

8. Privacy/ Information Security

Supplier shall commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers, and employees. Supplier shall comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

D. ETHICS

9. Human Rights and Responsible Supply Chains

Supplier shall conduct business in a manner that respects human rights and prohibits all forms of forced labor, child labor, human trafficking, debt bondage, and modern slavery. Supplier shall be expected to implement appropriate due diligence processes to identify, assess, and address human rights risks within their operations and supply chains, comply with all applicable laws and regulations, and require their supplier and subcontractors to uphold the same standards. Upon request, Supplier shall provide evidence of compliance and cooperate with assessments, audits, and corrective action plans.

9.1 Respect for Land, Forest, and Water Rights

Supplier shall respect internationally recognized human rights related to land tenure, forests, water resources, and Indigenous Peoples, including the principle of Free, Prior and Informed Consent (FPIC) where applicable.

9.2 Responsible Use of Security Forces

Supplier shall be required that any private or public security personnel engaged to protect company personnel, facilities, and assets operate in a lawful, ethical, and respectful manner. Security personnel must respect human rights, avoid excessive force, intimidation, harassment, or abuse, and act in accordance with applicable laws and company requirements.

Security personnel shall receive training on human rights, use of force, non-discrimination, and conflict de-escalation, and shall operate in accordance with applicable laws and recognized international standards

E. MANAGEMENT SYSTEMS

IMI integrates Sustainability, ESG, and CSR into the existing Management Systems. The management systems are designed to ensure (a) compliance with applicable laws, regulations, and customer requirements related to the IMI's operations and products; (b) conformance with this Code; and (c) identification and mitigation of operational risks related to this Code. IMI also uses risk-based thinking and continual improvement activities in the way it conducts its business. Supplier shall implement equivalent governance and management systems to ensure compliance to this Supplier Code of Conduct.

The ESG (Environment, Social and Governance) management system of Supplier shall contain the following elements:

1. Company Commitment

Supplier shall establish human rights, health and safety, environmental and ethics policy statements affirming Supplier commitment to due diligence and continual improvement, endorsed by executive management. Policy statements shall be made public and communicated to workers in a language they understand via accessible channels.

The Supplier shall demonstrate its commitment to social responsibility, environmental stewardship, occupational health and safety, regulatory compliance, sound governance practices, and continual improvement

2. Management Accountability and Responsibility

Supplier shall clearly identify senior executive and company representative(s) responsible for ensuring implementation of the management systems and associated programs. Senior management reviews the status of the management systems on a regular basis.

E. MANAGEMENT SYSTEMS

3. Legal and Customer Requirements

Supplier shall adopt or establish a process to identify, monitor and understand applicable laws, regulations, and customer requirements, including the requirements of this Code.

4. Risk Assessment and Risk Management

Supplier 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 Supplier operations. Supplier shall determine the relative significance for each risk and implement appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

Risk assessments shall include labor, ethics, occupational health and safety, environmental, climate-related, human rights, and business continuity risks.

5. Improvement Objectives

Supplier shall establish written performance objectives, targets and implementation plans to improve the Supplier social, environmental, and health and safety performance, including a periodic assessment of Participant's performance in achieving those objectives.

There are written standards or performance objectives, targets and implementation plans including a periodic assessment against set objectives.

E. MANAGEMENT SYSTEMS

6. Training

Supplier shall establish programs for training managers and workers to implement Supplier policies, procedures, and improvement objectives and to meet applicable legal and regulatory requirements. There are programs to train managers and employees to implement policies, procedures, and improvement objectives and to meet applicable legal and regulatory requirements of this code.

7. Communication

Supplier shall establish process for communicating clear and accurate information about supplier policies, practices, expectations, and performance to workers, suppliers, and customers. There are processes for communicating clear and accurate information about applicable policies, practices, expectations and performance to employees, suppliers, and customers.

8. Worker/Stakeholder Engagement and Access to Remedy

Supplier shall establish processes for ongoing two-way communication with workers, their representatives, and other stakeholders where relevant or necessary. The process shall aim to obtain feedback on operational practices and conditions covered by this Code, and to foster continuous improvement. Workers shall be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

Employee feedback, participation and grievance mechanisms shall be accessible, confidential, non-retaliatory, and available to workers and relevant stakeholders.

E. MANAGEMENT SYSTEMS

9. Audits and Assessments

Supplier shall conduct periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code, and customer contractual requirements related to social and environmental responsibility

10. Corrective Action Process

Supplier shall establish a process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews.

There are established adequate and effective corrective action processes for timely correction and closure of deficiencies identified by internal and external assessments, inspections, investigations, and reviews.

11. Documentation and Records

Supplier shall create and maintain documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

System procedures and records are available, maintained and properly kept ensuring regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

12. Supplier Communication

Supplier shall establish a process to communicate Code requirements to supplier and to monitor supplier compliance to the Code. Supplier shall communicate the requirements of this Code to their own Supplier, contractors, labor agents, and subcontractors and establish processes to monitor compliance.

APPENDIX I. REPORT OF NON-COMPLIANCE

I am aware of a situation that may not be in compliance with the SUPPLIER Code of Conduct. The potential or actual conflict are described, as follows:

Name and contact details (voluntary information):

Please send this report to Global CSR globalcsr@global-imi.com

APPENDIX II. CERTIFICATION

I, the undersigned, confirms that the company has understood and will comply with the IMI's Supplier Code of Conduct.

Date, City

Company Name

Signature

Name

Title

NOTE:

Kindly send all signed original copy to material in charge and/or send scanned signed copy to Global CSR globalcsr@global-imi.com within 1 month after receipt of this document.

APPENDIX III. HSPM/MATERIAL DECLARATION COMPLIANCE GUIDE

	Documentation Requirements					
Product Content Requirements	Test report	Material Declaration	Compliance Declaration	IMDS/CAMDS	CMRT	EMRT
RoHS	✓	✓	✓	o	x	x
China RoHS	✓	✓	✓	o	x	x
REACH	✓	✓	✓	o	x	x
TSCA	✓	✓	✓	o	x	x
California Prop65	✓	✓	✓	o	x	x
Halogen-free	✓	✓	✓	o	x	x
VOC	✓	✓	✓	o	x	x
PFOS/PFOA	✓	✓	✓	o	x	x
GADSL	✓	✓	✓	o	x	x
MDS	x	✓	x	✓	o	o
MSDS	x	✓	x	✓	o	o
IMDS	x	✓	x	✓	o	o
CAMDS	x	✓	x	✓	o	o
Conflict Minerals Reporting	x	x	x	x	✓	✓
Extended Minerals Reporting (formerly Cobalt Reporting and Mica Reporting)	x	x	x	x	✓	✓

✓ - required o- optional
x – not required

NOTE 1: Not all product content requirements indicated on this table will be required from all suppliers.

NOTE 2: Specific product content requirement will be requested from suppliers by Human Rights Due Diligence