FUTURE ELECTRONICS

A WT Microelectronics Company

SUPPLIER CODE OF CONDUCT

May 2026

Version 1.1

INTRODUCTION

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Future Electronics is firmly committed to conducting its business in an environmentally and socially responsible manner. As part of our ongoing efforts, we strive to enhance the sustainability of our corporate operations, products, and services, we expect our suppliers to do the same.

This Supplier Code of Conduct ("Code") defines the minimum standards of ethical, social, and environmental practices that all suppliers, must adhere to when conducting business with Future Electronics globally or regionally.

This Code is based on:

- International Bill of Human Rights
- ILO Core Conventions
- UN Global Compact Ten Principles
- OECD Guidelines for Multinational Enterprises
- Responsible Business Alliance (RBA) Code of Conduct

The term "Suppliers" as referenced in this Code encompasses both natural persons and legal entities, including their affiliated companies, which provide goods or services to Future Electronics. This includes, but is not limited to, suppliers, consultants, commercial agents, contractors, and other intermediaries involved in the provision of goods and services.

Suppliers must comply with all applicable local, national, and international laws, regulations, and industry standards in the jurisdictions where they operate. This includes compliance with all applicable trade laws, sanctions, customs requirements, and data protection laws. Suppliers must also ensure that their own supply chains adopt equivalent standards, which fall under two broad categories: social responsibility and business ethics.

Social Responsibility

Suppliers are required to uphold and protect human rights, ensuring that all employees are treated with fairness, dignity, and respect. This includes respecting employees' personal rights, and privacy.

Suppliers must take appropriate measures to prevent the use of raw materials in their products that directly or indirectly finance entities that violate human rights. Furthermore, Suppliers are expected to extend these requirements to their own supply chains, ensuring compliance with these principles at every level.

Future Electronics' Global Human Rights Policy, available at www.futureelectronics.com, outlines our comprehensive approach to respecting human rights across our operations and value chain. We expect our business partners to align with our commitment to safeguarding human rights.

Business Ethics

Future Electronics requires its supply chain to operate as responsible global citizens, complying with all applicablelaws and regulations in every jurisdiction where the company operates, including the United States and beyond.

In addition to meeting these legal requirements, Future Electronics encourages its supply chain partners to adopt the principles set forth in the Responsible Business Alliance (RBA) Code of Conduct.

These principles emphasize:

- Fair treatment of workers
- Ensuring workplace health and safety
- Environmental protection
- Maintaining high standards of business ethics

By implementing these frameworks, suppliers can ensure responsible, ethical, and sustainable practices throughout the supply chain, fostering a collaborative approach to upholding shared values and business integrity.

To support these commitments, suppliers are encouraged to establish and sustain robust management systems, including but not limited to:

- ISO 37001 (replaces ISO 19600)
- UN Global Compact
- OECD
- COSO

WORKPLACE PRACTICE AND CONDITIONS

Future Electronics expects its suppliers to uphold the highest standards of ethical and responsible conduct in all aspects of their operations. Suppliers must not only comply with the following principles but also have strategies, policies and systems in place to monitor, manage, and report on them:

Human Rights, Non-Discrimination and Freedom of Association

Suppliers must respect the freedom of association, the right to collective bargaining, and the principles of equal opportunities. Employees must have the right to join or not join trade unions and to engage in collective bargaining in line with local laws.

Recruitment and employment practices must be free from discrimination or reprisals based on gender, age, ethnic origin, nationality, colour, disability, sexual orientation, religion, political beliefs, or any other protected characteristic.

Workplace Conduct

All forms of physical or psychological violence, including sexual harassment, are strictly prohibited. Suppliers must ensure that their workplaces foster mutual respect and dignity for all employees.

Prohibition of Forced and Child Labour

Suppliers must not engage in, profit from, or tolerate any form of child labour, forced labour, human trafficking or modern slavery. All applicable national legislation and international agreements regarding minimum age requirements must be strictly observed. Future Electronics will not accept any products that are the result of forced or slave labour.

Fair Employment Practices

Suppliers must comply with applicable wage laws and ensure wages meet basic living needs.

Working Conditions

Suppliers must provide and maintain safe and healthy workplaces, in compliance with relevant health and safety regulations.

Including, but not limited to:

- Safety training, protective equipment, and emergency procedures.
- Access to drinking water, clean sanitation, and first-aid facilities.

FAIR COMPETITION AND ANTITRUST COMPLIANCE

Suppliers are required to uphold the principle of fair competition and strictly comply with all applicable antitrustand competition laws. Suppliers must not engage in any unlawful agreements with Future Electronics or its competitors that could distort or improperly influence competition.

Prohibited activities include, but are not limited to:

- Unfair price fixing or bid rigging
- Market-sharing agreements
- Abuse of a dominant market position

Future Electronics expects its suppliers to conduct business ethically and transparently, ensuring fair and lawful competition at all times.

Anti-Bribery and Anti-Corruption Policy

Future Electronics maintains a zero-tolerance policy towards unlawful bribery and corruption. Corruption is prohibited by both national laws and international conventions globally. We expect our suppliers to ensure that no benefits - whether financial or otherwise - are promised or provided to employees of Future Electronics with the intent of gaining a business advantage.

For external consultants and intermediaries, any services rendered, and the corresponding financial compensation must always be reasonable and justifiable.

Suppliers are strictly prohibited from demanding, offering, or granting bribes, kickbacks, illegal payments, employment to related parties, or any other form of incentive, gift, entertainment, favour, or benefit to secure business opportunities with Future Electronics. Additionally, Future Electronics expects its suppliers to reject and actively prevent any form of unlawful contributions when dealing with government officials or authorities.

In the context of tendering processes, suppliers must adhere to all applicable laws and regulations governing fair competition.

Anti-Money Laundering Compliance

Suppliers are required to comply fully with all applicable laws and regulations designed to prevent money laundering, and ensure, by appropriate measures, that legal and illegal money laundering and terrorism financing provisions are not breached. Participation in any form of money laundering activity is strictly prohibited.

Trade Compliance Obligations

Suppliers are required to adhere to all applicable import and export control regulations, sanctions, embargoes, laws, government decrees, and directives governing the shipment, import, export, transport, or transfer of goods and technologies. Compliance with these regulations is mandatory to ensure lawful and transparent business operations.

TRANSPARENCY AND INTEGRITY

Suppliers are expected to conduct their business activities with the utmost transparency and integrity. Suppliers must avoid situations where personal or financial interests' conflict with professional duties, including those of close family and friends. Any direct or indirect close relationships between Suppliers and Future Electronics' employees that could influence business relations must be promptly disclosed to Future Electronics.

Potential conflicts of interest must be reported prior to the commencement of negotiations or immediately upon becoming known. This ensures that all business interactions are conducted ethically and without undue influence.

Data Protection, Privacy and Confidentiality

Suppliers must respect employee privacy rights and comply with applicable data protection laws including:

- Protecting personal data in accordance with applicable data protection regulations.
- Safeguarding confidential information belonging to Future Electronics and its stakeholders.
- Using such information only for its intended business purpose

Cybersecurity Obligations

Suppliers are required to protect their information technology assets by implementing proactive cybersecurity measures to establish and maintain a secure infrastructure. Suppliers must also foster a culture of security awareness throughout their organization to mitigate potential risks. In the event of a suspected or confirmed cybersecurity incident involving Future Electronics systems or data, suppliers are obligated to notify Future Electronics immediately.

ENVIRONMENTAL COMPLIANCE AND RESPONSIBILITY

Suppliers are expected to conduct their operations responsibly and in full compliance with all applicable environmental laws and regulations. This includes proactively managing environmental impacts, operating sustainably, and sourcing materials responsibly across supply chains. Suppliers must have appropriate strategies, policies, and management systems in place to minimize environmental harm, promote resource efficiency, and uphold ethical sourcing practices.

Sustainable Operations

At least to the minimum standards required under applicable law, suppliers must have strategies, policies and systems in place to minimize adverse impacts on the environment through efficient use of resources, waste reduction, and pollution prevention. **Actions include:**

- Reduce greenhouse gas emissions, promote the use of renewable energy and sustainable materials.
- Implement recycling and waste management programs.
- Avoid harmful substances and ensure safe waste disposal

Responsible Sourcing

Suppliers are expected to source raw materials responsibly:

- Be aware of the full supply chain.
- If supplying products containing tin, tungsten, tantalum, or gold, suppliers must ensure these are sourced from conflict-free, independently certified sources.

Refer to Future Electronics Global Environmental Policy, available at: www.futureelectronics.com

IMPLEMENTATION OF REQUIREMENTS

All suppliers are required to adhere to the standards outlined in this Code, which constitutes an integral component of the business relationship between Future Electronics and its suppliers. Any violation of the standards set forth in this Code may result in the termination of the business relationship or the pursuit of other remedies as stipulated in the applicable agreement.

Self-monitoring and Compliance

Suppliers are required to actively monitor their compliance with this Code, cooperate with audits, and take prompt corrective action when necessary. Suppliers must implement internal processes to ensure compliance with this Code and maintain documentation to demonstrate adherence.

Audits

Future Electronics reserves the right to audit suppliers and their subcontractors, with or without notice, and to request relevant information.

Corrective Actions

If non-compliance is identified, the supplier must take immediate corrective action. Continued non-compliance may result in contract termination. Suppliers are also expected to ensure that their contractual partners comply with the provisions of this Code.

Reporting Concerns

Suspected breaches of this Code can be reported to

EMEA: https://futureelectronics.integrityline.app/

NA: legal.northamerica@futureelectronics.com

No retaliation will be tolerated against persons who have reported potential breaches in good faith.

Reports will be treated confidentially.

DECLARATION OF THE SUPPLIER

We have read and understood the Future Electronics Supplier Code of Conduct (Version 1, January 2026), and, in addition to our responsibilities under any agreed contracts with Future Electronics, we are committing to meet the requirements of this Supplier Code of Conduct. This commitment shall remain in effect for as long as we are a supplier of Future Electronics.

We also undertake to ensure that our contractual partners comply in turn with the provisions of this Supplier Code of Conduct.

Please provide your signed declaration using this link:
www.FutureElectronics.com/CodeofConduct
or by scanning the QR code.

If you have any questions or concerns these can be registered on the acceptance form or write to us at supplier.ESG@futureelectronics.com

Signed on behalf of:

Supplier Name

Signed by

Signatory Name

Signatory Job Title

We will accept typed, inserted image or scanned *'wet signature'.*

Signature

Date

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