

CORPORATE SUSTAINABILITY POLICY

Fulfilling Corporate Social Responsibility and implementing ESG are important business strategies of Cal-Chip Electronics, Inc. We have implemented the RBA Code of Conduct into our operational strategy; together every person in Cal-Chip Electronics, Inc will strive to achieve the goal of corporate sustainability:

A. FOLLOW THE LAWS AND RESPECT BUSINESS ETHICS

1. Honesty and Integrity: Promote integrity introspection, avoid violation of laws, engage in collusion, or seek illegal benefits;
2. No Improper Advantage: Bribes are not to be given or accepted, nor use method which violate business ethics to gain profit or cause profit of interest;
3. Information Transparency: Fully disclosure on corporate activities, corporate governance, organizational structure and financial condition with transparency and accuracy;
4. Intellectual Property Rights: Comply intellectual property agreements with partners, protect intellectual properties, and no arbitrarily disclose to others;
5. Fair Business Practices: Promote fair competition, treat customers with respect and equality, and comply contract agreements with customers. To gain benefits from monopoly and collusion is forbidden;
6. Identity Protection: Stakeholders are encouraged to propose feedback and suggestion; their identities are not to be revealed or face retaliation, also other rights are protected.

B. FOLLOW RELEVANT LAW, ENGAGE IN ENVIRONMENTALLY-FRIENDLY PRACTICES AND CREATE A GREEN CORPORATION:

1. Green Product: Develop eco-friendly products to minimize impacts on the environment;
2. Green Production: Continue to improve manufacturing process to reduce waste emissions. No conflict minerals can be used in production;
3. Green Education: Promote environmental education to improve the quality of living

C. ALL OPERATION UNITS REGARDLESS OF GEOGRAPHIC AREA MUST BE IN COMPLIANCE WITH KEY INTERNATIONAL HUMAN RIGHTS STANDARDS AND APPLICABLE LABOR-RELATED LAWS:

1. No Forced Labor: Prohibited to charge fees, deposit, detain identifications from workers. Involuntary or exploitative prison labor, debt bondage or indentured labor, slavery or trafficking of persons shall not be used;
2. Prohibition of child labor: Child labor is forbidden. Child labor review mechanism is established, as well as the protection method when misuse;
3. Wages and Working Hours: All working hours, wages, vacation and benefits comply with the regulations;
4. Humane Management: We respect our workers, thus no inhumane treatment are used. Company also provides career planning from both the enterprise and individual;
5. Non-Discrimination: Company shall not engage in discrimination based on age, gender, religion, race, political affiliation...etc. Every worker or applicant shall not face discrimination or harassment;
6. Freedom of Association: Respect employees' rights to join association and do negotiations freely.

D. THROUGH OCCUPATIONAL RISK CONTROL, WE PROVIDE OUR EMPLOYEES SAFETY TRAINING AND PROTECTIVE EQUIPMENTS, EVALUATE THE RISK OF HARM ESTABLISHMENT AT WORKPLACE, ALSO MAINTAIN HEALTH & SAFETY MANAGEMENT SYSTEM; PROVIDE OUR EMPLOYEES A SAFE WORK ENVIRONMENT.

E. CARING FOR THE MINORITIES THROUGH ENCOURAGING EMPLOYEES TO PARTICIPATE IN COMMUNITY SERVICES.

F. FULFILL CORPORATE GOVERNANCE, ACTIVELY CREATE THE VALUE OF THE COMPANY, AND INCREASE STOCKHOLDERS EQUITY; AIMING CONTINUOUS IMPROVEMENT AND SUSTAINABLE DEVELOPMENT!

We will focus on new topics and trends to adjust our commitments, for further information, please refer to the Company's website.