

Integrity Commitment by Purchase Personnel

In order to correctly handle and exercise the authority given by the company, prevent violations of regulations and disciplines, and maintain a good company image, I hereby make the following commitment to the company during the term of contract, and accept the supervision and inspection of the company and the society at any time:

- I. Strictly observe relevant national laws and regulations, and the company's management systems. Resolutely implement the company's policies and work plans and obey the work arrangements of superiors.
- II. Strictly observe professional ethics, seriously perform duties, and do daily work in a "rigorous, pragmatic, efficient and professional" manner.
- III. Never use the authority to engage in any of the following action (collectively referred to as the "Code of Prohibited Conduct") with units or individuals related to the exercise of authority:
 1. Accept or solicit any interest or benefit (including but not limited to cash, gifts, securities, kickbacks, expense reimbursement, catering, entertainment, travel, etc.) from suppliers and potential suppliers.
 2. There is a mutual loan or any other form of financial trading (including but not limited to, use the authority to purchase goods for personal use from suppliers and potential suppliers at a lower price or on credit, or take property from suppliers and potential suppliers without compensation) with suppliers and potential suppliers.
 3. Accept or solicit various such conveniences from suppliers and potential suppliers as housing decoration, wedding and funeral, work and study arrangements for relatives, overseas travel, etc.
 4. Make any non-business requests or any unauthorized commitments to suppliers and potential suppliers.
 5. Conceal the fact that employee himself/herself or employee's relatives serve(s) as the shareholder(s), supervisor(s), manager(s), senior manager(s), project leader(s) or other stakeholder(s) of suppliers and potential suppliers.
 6. Collude with suppliers and potential suppliers for improper benefits;
 7. Disclose information related to the bidding project and confidential information of purchase (no time limit of the contract).
 8. Any conduct that damages the interests of the company and causes losses.
 9. Harbor or conceal the above acts of others.
 10. Violate such regulations as *Code of Conduct for Procurement Integrity*, etc.

- IV. When engaging with units or individuals related to the exercise of authority, strictly mind the behavior and always maintain integrity and self-discipline to avoid giving any wrong association, and do not have any contact with them except the work.
- V. If suppliers and potential suppliers violate relevant regulations and engage in commercial bribery, relevant information and evidence should be timely given to the Audit Dept. for handling according to company's regulations. In case of any violation of the above provisions, the company is entitled to terminate the labor contract at any time, and I shall unconditionally accept any punishment given by the company and compensate for all the losses thereof. If such violation is against the law, the company has the right to submit to the judicial authorities for handling according to law.

Dept.:

Signature:

Date:

HAN★S LASER