DT Research Inc., Ltd. Taiwan Branch

Corporate Social Responsibility Policy

To make DT Research, Inc., Taiwan Branch an environmentally friendly and sustainable enterprise, we provide employees with a friendly, humane, and safe working environment, are committed to environmental protection, uphold integrity and honesty, comply with applicable laws and regulations in Taiwan as well as the RBA Code of Conduct, and promise to:

- Zero fees: employees do not need to pay agency service fees, deposits, or other fees related to their employment.
- Promote human rights, prohibit child labor and prevent employees from suffering inhumane treatment such as discrimination and bullying.
- Legal and reasonable working hours and compensation.
- Strictly observe business ethics and maintain good corporate governance.
- Comply with relevant government and international regulations and continuously pursue improvement and progress.
- Provide employees with a safe and healthy working environment along with reasonable wages and benefits.
- Promote environmental protection and environmental sustainability initiatives, reduce pollution and carbon emissions, and commit to social welfare.
- Educate employees to understand and support the company in fulfilling its corporate social responsibility.

- Do not directly or indirectly purchase tantalum, tin, tungsten, gold, cobalt, and mica from conflict areas.
- Communicate and exchange ideas about corporate social responsibility with customers and suppliers, learn from each other, and make progress together.

RBA Responsible Business Alliance Code of Conduct:



Date: December 26, 2024