

Modern Slavery Statement

1. Purpose

- (1) CINCON Electronics, Inc. (“CINCON” or the “Company”) is committed to respecting fundamental human rights and protecting labor rights in accordance with applicable labor and human rights laws, regulations, and internationally recognized standards. This Statement sets forth our principles and commitments to preventing modern slavery, human trafficking, forced labor, bonded labor, child labor, and other forms of involuntary labor within our operations and supply chain.
- (2) This Statement takes into consideration the U.K. Modern Slavery Act 2015 and relevant international labor and human rights principles. CINCON is committed to continuously strengthening its processes for identifying, preventing, and managing risks related to modern slavery.

2. Organization, Business and Operations

- (1) CINCON Electronics, Inc., founded in 1991 and headquartered in Changhua, Taiwan, specializes in the design and manufacture of power supply products. CINCON maintains operations in China and sales offices in the Americas and Europe, with products sold worldwide.
- (2) Our major product categories include DC/DC converters, AC/DC switching power supplies, and LED power supplies. CINCON works with numerous suppliers that provide both direct materials for production and indirect materials for non-production purposes. Accordingly, we focus not only on protecting human rights within our own operations but also on addressing potential labor and human rights risks throughout our supply chain.

3. Policies and Code of Conduct

- (1) CINCON's relevant Code of Conduct and employment policies apply across our operations and incorporate principles relating to respect for human rights, protection of labor rights, and the prohibition of modern slavery.
- (2) CINCON complies with applicable labor laws and takes into consideration internationally recognized standards and principles, including the Universal Declaration of Human Rights, relevant principles of the International Labour Organization (ILO), and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. We continuously review and improve our human rights and labor management practices.

4. Our Commitments

(1) **Compliance with Labor and Human Rights Standards**

We comply with applicable labor, employment, and human rights laws and regulations in the jurisdictions where we operate and take internationally recognized labor and human rights standards into consideration.

(2) **Prohibition of Harassment and Inhumane Treatment**

We prohibit all forms of harassment, bullying, violence, humiliation, threats, corporal punishment, and other inhumane treatment. All workers shall be treated with respect and dignity.

(3) **Freely Chosen Employment**

All work shall be voluntary. The use of threats, violence, retention of identity documents, restriction of freedom of movement, or other improper means to compel labor is prohibited. Workers may terminate their employment in accordance with applicable laws and Company requirements.

(4) **Prohibition of Forced Labor and Child Labor**

We prohibit all forms of forced labor, bonded labor, involuntary labor, human trafficking, and child labor and expect our suppliers and business partners to comply with the same principles.

(5) **Equal Employment Opportunity and Non-Discrimination**

Recruitment, employment, compensation, training, promotion, and other employment decisions shall be based on legitimate factors such as job requirements, qualifications, capabilities, and performance. Unlawful discrimination is prohibited.

(6) **Working Hours**

We maintain appropriate systems for managing working hours, rest periods, and leave in accordance with applicable labor laws and regulations and protect workers' statutory rights.

(7) **Wages and Benefits**

We provide wages, overtime compensation, leave, and applicable benefits in accordance with the laws and regulations of the jurisdictions in which we operate.

5. Risk Management and Due Diligence

To identify, prevent, and mitigate risks of modern slavery and human trafficking, CINCON continues to implement appropriate risk management and due diligence measures, including:

- (1) Providing new-hire training and internal communications regarding human rights, forced labor prevention, and modern slavery.
- (2) Periodically reviewing internal labor and human rights management practices in accordance with applicable laws and guidance issued by relevant authorities.
- (3) Assessing suppliers through questionnaires, evaluations, or other appropriate measures covering corporate governance, environmental, labor, and human rights practices.
- (4) Taking appropriate corrective, follow-up, or management actions where significant risks are identified to reduce the likelihood of modern slavery and other human rights violations within the supply chain.

6. Training

CINCON recognizes the importance of employee awareness of modern slavery and human rights issues. New employees receive relevant training on the Company's Code of Conduct, workplace human rights, and prevention of sexual harassment. Such training is intended to enhance employees' ability to identify and prevent forced labor, discrimination, harassment, and other inappropriate labor practices.

7. Continuous Improvement

CINCON will continue to review and improve its management practices with reference to the U.K. Modern Slavery Act and other applicable international labor and human rights standards. Our ongoing efforts include:

- (1) Strengthening human rights and labor rights management mechanisms.
- (2) Enhancing our ability to identify and manage risks of modern slavery and forced labor.
- (3) Strengthening communication and cooperation with suppliers and business partners.
- (4) Continuously reviewing human rights management practices throughout the supply chain and implementing appropriate improvement measures where necessary.