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## Statement on Employee Code of Ethics and Conduct

Kwantex is committed to pursuing business ethics and operating with integrity as its principle. In order to improve the behavioral quality, professional ethics and professional capabilities of all employees, we encourage all employees to not only abide by the company's ethics and company policies when engaging in daily work and business operations, but also to avoid any related activities that may constitute a conflict of interest between individuals and the company. They are not allowed to accept or give money, kickbacks, gifts, entertainment or improper benefits to suppliers or other business-related persons to ensure the sustainable growth and development of both companies.

If you have any questions or find that any company employee has violated government laws, ethical codes of conduct or committed fraud, please report it to the manager of Administration Department. The reporting method is as follows:

**Manager of Administration Department : Chen, Hung-Ju**

**Telephone : (06)595-6111#240**

**Email : [nancy@kwantex.com](mailto:nancy@kwantex.com)**

**Complaint box: Lavatory in A area at headquarter, mold room at Kwanmiao factory, laundry drying room at Vietnamese staff dormitory, prayer room at Indonesian staff dormitory**

President:

A handwritten signature in blue ink that reads "Jack Lin". The signature is fluid and cursive, with a long horizontal stroke at the end.

Name: Jack Lin

Date: Feb. 3, 2026