

SAS

Supplier Sustainability Standards

September 1, 2026

Table of Contents

Preface	1
A. Labor	1
A1 Prohibition of Forced Labor	1
A2 Young Workers	1
A3 Working Hours.....	2
A4 Wages and Benefits	2
A5 Non-Discrimination / Anti-Harassment / Humane Treatment.....	2
A6 Freedom of Association and Collective Bargaining.....	2
B. Health and Safety.....	2
B1 Occupational Health and Safety.....	2
B2 Emergency Preparedness.....	3
B3 Occupational Injury and Illness	3
B4 Industrial Hygiene	3
B5 Physically Demanding Work	3
B6 Machine Safeguarding.....	3
B7 Sanitation, Food, and Housing	3
B8 Health and Safety Communication.....	3
C. Environment	4
C1 Environmental Permits and Reporting.....	4
C2 Pollution Prevention and Resource Reduction	4
C3 Hazardous Substances.....	4
C4 Solid Waste.....	4
C5 Air Emissions	4
C6 Materials Restrictions.....	4
C7 Water Management.....	4
C8 Energy Consumption and Greenhouse Gas Emissions	5
C9 Biodiversity, Forest, and Land Protection.....	5
D. Ethics	5
D1 Business Integrity.....	5
D2 No Improper Advantage	5
D3 Disclosure of Information	5
D4 Intellectual Property.....	6
D5 Fair Business, Advertising, and Competition	6
D6 Protection of Identity and Non-Retaliation	6
D7 Responsible Sourcing of Minerals	6
D8 Privacy	6
D9 Avoiding Conflict of Interest.....	6

E. Management System.....	6
E1 Company Commitment	7
E2 Management Accountability and Responsibility	7
E3 Legal and Customer Requirements.....	7
E4 Risk Assessment and Risk Management	7
E5 Improvement Objectives.....	7
E6 Training	7
E7 Communication	7
E8 Worker and Stakeholder Engagement, Feedback, Participation, and Grievance	8
E9 Audits and Assessments	8
E10 Corrective Action Process	8
E11 Documentation and Records.....	8
E12 Supplier Responsibility	8

Preface

Sino-American Silicon Products Inc. (hereinafter referred to as “the Company”) is committed to ensuring a safe working environment throughout its supply chain and to conducting business in a responsible, ethical manner that respects human rights and the environment. To help suppliers implement and conform to the above requirements, the Company has established this Supplier Sustainability Standard (hereinafter referred to as “the Standard”). This Standard is modeled on the Responsible Business Alliance Code of Conduct and follows internationally recognized standards including the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and its core conventions, and the Universal Declaration of Human Rights.

This Standard comprises five main sections—A. Labor, B. Health and Safety, C. Environment, D. Ethics, and E. Management System—and has been expanded and formulated in accordance with the Company’s supply chain sustainability management needs.

We expect to work closely with suppliers to improve labor, ethics, and environmental, health, and safety performance, so that the Company’s business partners can effectively reduce the risk of operational disruption and maintain a stable supply of materials and services. In this way, the Company can also fulfill its corporate social responsibility by guiding suppliers to reduce environmental impacts, establish safe workplaces, and protect worker health, thereby achieving a win-win outcome.

These Standards shall be implemented upon approval by the Chairman, and the same shall apply to any amendments thereto.

A. Labor

Suppliers shall commit to upholding the human rights of workers and to treating all workers with dignity, including temporary, migrant, student, contract, and direct employees, and any other type of worker.

A1 Prohibition of Forced Labor

No forced labor of any kind shall be used, including but not limited to bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery, or human trafficking. No person shall be transported, harbored, recruited, transferred, or received by means of threat, force, coercion, abduction, or fraud. Workers’ freedom to enter and leave the workplace or dormitory shall not be unreasonably restricted. Written employment agreements shall be provided in the worker’s native language or a language the worker understands; overseas migrant workers shall receive the agreement before leaving their country of origin, and it shall not be improperly changed after arrival. All work shall be voluntary, and workers shall be free to leave employment upon reasonable notice without penalty. Employers, agents, and sub-agents shall not withhold, destroy, conceal, or confiscate identity or immigration documents. Workers shall not be required to pay recruitment fees; any fees paid shall be reimbursed. Suppliers shall retain records related to workers’ employment and separation in accordance with the law.

A2 Young Workers

Child labor shall not be used at any stage of production. “Child” refers to any person under the age of 15, or below the age for completing compulsory education, or below the local minimum age for employment, whichever is greatest. Young workers under the age of 18 shall not perform work that may endanger their

health or safety, including night shifts and overtime. Suppliers shall properly maintain records for student workers, conduct due diligence on education partners, and protect the rights of student workers in accordance with the law; wages for student workers, interns, and apprentices shall be at least equal to those of entry-level employees performing equivalent work. An age-verification mechanism shall be established; if child labor is found, assistance and remediation shall be provided.

A3 Working Hours

Working hours shall not exceed the maximum set by local law. The workweek, including overtime, shall not exceed 60 hours, except in emergency or unusual situations. All overtime shall be voluntary. Workers shall be allowed at least one day of rest every seven days.

A4 Wages and Benefits

Compensation paid to workers shall comply with all applicable wage laws, including minimum wage, overtime pay, and legally mandated benefits. Suppliers shall follow the principle of equal pay for equal work and shall not apply unreasonable differential treatment on the basis of sex, nationality, race, or other protected characteristics. Overtime shall be compensated at a rate greater than the regular hourly rate. Wage deductions as a disciplinary measure are prohibited. A clear and understandable wage statement shall be provided in a timely manner for each pay period. The use of temporary, dispatch, and outsourced labor shall comply with local legal limits.

A5 Non-Discrimination / Anti-Harassment / Humane Treatment

Suppliers shall provide a workplace free of harassment and unlawful discrimination. Workers shall not be subjected to, or threatened with, violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public humiliation, or verbal abuse. Workers shall not be discriminated against or harassed in recruitment and employment (including wages, promotion, rewards, and access to training) on the basis of race, color, age, sex, sexual orientation, gender identity, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, veteran status, protected genetic information, or marital status. Reasonable accommodation shall be provided for religious practices and disabilities, and workers shall not be subjected to mandatory medical tests for discriminatory purposes (including pregnancy or virginity tests).

A6 Freedom of Association and Collective Bargaining

The right of all workers to freely form and join trade unions, to bargain collectively, and to engage in peaceful assembly, as well as the right to refrain from such activities, shall be respected. Workers and their representatives shall be able to openly communicate and share views and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment. Where the rights to freedom of association and collective bargaining are restricted by applicable law, workers shall be allowed to elect and join other lawful forms of worker representation.

B. Health and Safety

Suppliers shall recognize that, in addition to minimizing worker exposure to hazards, a safe and healthy working environment enhances the quality of products and services, the consistency of production, and worker retention and morale.

B1 Occupational Health and Safety

Worker exposure to potential occupational safety hazards—such as chemical, electrical, and other energy sources, fire, vehicles, and fall hazards—shall be identified, evaluated, and controlled through proper design, engineering and administrative controls, preventive maintenance and safe work procedures, and ongoing safety training. Where hazards cannot be adequately controlled by such means, appropriate and well-maintained personal protective equipment and related education shall be provided. Workers shall not be disciplined for raising safety concerns.

B2 Emergency Preparedness

Potential emergency situations and events shall be identified and assessed, and their impact minimized through: emergency reporting, worker notification and evacuation procedures, worker training and drills, appropriate fire detection and suppression equipment, adequate exit facilities, and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment, and property.

B3 Occupational Injury and Illness

Procedures and systems shall be established to prevent, manage, track, and report occupational injuries and illnesses, including encouraging worker reporting; classifying and recording injury and illness cases; providing necessary medical treatment; investigating cases and taking corrective action to eliminate their causes; and facilitating the return of workers to work.

B4 Industrial Hygiene

Worker exposure to chemical, biological, and physical agents shall be identified, evaluated, and controlled according to the hierarchy of controls. Where potential hazards cannot be adequately eliminated through engineering or administrative controls, worker health shall be protected through an appropriate personal protective equipment program.

B5 Physically Demanding Work

Worker exposure to physically demanding tasks shall be identified, evaluated, and controlled, including manual material handling and repetitive lifting, prolonged standing, and highly repetitive or strenuous assembly work. A management procedure shall be established to control such risks through engineering improvements and modifications to work processes.

B6 Machine Safeguarding

The safety hazards of production and other machinery shall be assessed. Physical guards, interlocks, and barriers shall be provided for machinery that may cause injury to workers, and shall be properly maintained.

B7 Sanitation, Food, and Housing

Workers shall be provided with clean toilet facilities, accessible drinking water, and sanitary food preparation, storage, and eating facilities. Dormitories provided by the supplier or its labor agent shall be kept clean and safe and shall provide appropriate emergency exits, hot water for bathing, adequate lighting and ventilation, personal security, and reasonable personal space along with reasonable entry and exit privileges.

B8 Health and Safety Communication

Workers shall be provided with appropriate health and safety information and training, in a language they can understand, regarding identified workplace hazards (including chemical, electrical, and other energy sources, fire, vehicle, and fall hazards). Health and safety information shall be clearly posted in the facility or placed where workers can identify and access it. Workers shall be encouraged to raise safety concerns

without fear of retaliation.

C. Environment

Suppliers shall recognize that environmental responsibility is integral to producing world-class products. In manufacturing operations, adverse effects on the community, environment, and natural resources shall be identified and minimized while safeguarding public health and safety.

C1 Environmental Permits and Reporting

All required environmental permits (such as discharge monitoring), approvals, and registrations shall be obtained, maintained, and kept current, and their operational and reporting requirements shall be followed.

C2 Pollution Prevention and Resource Reduction

The generation of all types of waste (including water and energy) shall be reduced or eliminated at the source or through practices such as process improvement, material substitution, conservation, recycling, and reuse.

C3 Hazardous Substance Management and Control

Chemicals, waste, and other materials that pose a hazard to humans or the environment shall be identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal.

C4 Solid Waste

Non-hazardous solid waste shall be identified, managed, reduced, and responsibly disposed of or recycled using a systematic approach. Suppliers shall ensure that such materials are handled, transported, stored, used, recycled or reused, and disposed of safely in accordance with applicable laws, regulations, and the requirements of these Standards.

C5 Air Emissions

Air emissions generated by operations—such as volatile organic chemicals, aerosols, corrosives, particulates, ozone-depleting substances, and combustion by-products—shall be identified, routinely monitored, controlled, and treated as required prior to discharge. The performance of air emission control systems shall be monitored periodically.

C6 Product Materials Restrictions

All applicable laws, regulations, and customer requirements regarding the prohibition or restriction of specific substances (including labeling requirements for recycling and disposal) shall be complied with, in conformance with RoHS, REACH, and similar regulations.

C7 Water Management

A water management program shall be implemented to document, characterize, and monitor water sources, use, and discharge; to seek opportunities to conserve water; and to control channels of contamination. All wastewaters shall be characterized, monitored, controlled, and treated as required prior to discharge or disposal, and the performance of wastewater treatment and containment systems shall be monitored periodically.

The Company encourages suppliers to identify and manage water resource risks and opportunities at their operating locations, and to prioritize the evaluation of water-saving and risk-mitigation measures for high-

water-risk areas or water-intensive operations.

C8 Energy Consumption and Greenhouse Gas Emissions

Suppliers shall comply with applicable laws and regulations by tracking, recording, and managing Scope 1 and Scope 2 greenhouse gas (GHG) emissions at both the corporate and facility levels. When required by regulatory obligations or customer expectations, suppliers shall conduct GHG inventories, establish emissions reduction targets, and disclose relevant emissions data and reduction performance. The Company is committed to working with suppliers to continuously identify and implement cost-effective opportunities to enhance energy efficiency, reduce energy consumption, and minimize greenhouse gas emissions.

The Company encourages suppliers to identify climate change-related risks and opportunities and, in line with the Company's Scope 3 decarbonization commitments under its Science Based Targets initiative (SBTi), to progressively provide greenhouse gas inventory data (e.g., ISO 14064-1) and product carbon footprint data (e.g., ISO 14067). It further encourages key suppliers to set, or plan to set, greenhouse gas reduction targets aligned with Science-Based Targets (SBT) principles or other specific decarbonization targets. Through its supplier climate engagement mechanism, the Company progressively tracks suppliers' decarbonization targets, implementation status, and reduction outcomes, using these as a reference for supplier sustainability performance evaluation, priority collaboration opportunities, recognition of outstanding suppliers, supplier development, and continuous improvement tracking, jointly advancing the low-carbon transition of the supply chain.

C9 Biodiversity, Forest, and Land Protection

The Company encourages suppliers to work together to advance a green supply chain, improve resource efficiency and pollution prevention, prohibit illegal logging, pursue sustainable sourcing of raw materials, and mitigate burdens on forest resources, soil and water conservation, and biological habitats. (For details, please refer to the Biodiversity Policy published on the Company's official website.)

D. Ethics

Suppliers and their agents shall uphold the highest standards of integrity in order to fulfill their social responsibilities and achieve success.

D1 Business Integrity

The highest standards of integrity shall be upheld in all business interactions. A zero-tolerance policy shall be adopted toward all forms of bribery, corruption, extortion, and embezzlement. (For details, please refer to the Company's publicly available *Ethical Corporate Management Best Practice Principles* published on the official website.)

D2 No Improper Advantage

No bribe or other improper advantage shall be promised, offered, authorized, given, or accepted. This prohibition covers offering or accepting anything of value, directly or indirectly through a third party.

D3 Disclosure of Information

Information regarding labor, health and safety, environmental practices, business activities, organizational structure, financial condition, and performance shall be disclosed in accordance with applicable regulations and prevailing industry practices. Records shall not be falsified, and conditions or practices in the supply chain shall not be misrepresented.

D4 Intellectual Property

Intellectual property rights shall be respected; the transfer of technology and know-how shall be conducted in a manner that protects intellectual property rights; and customer and supplier information shall be safeguarded.

D5 Fair Business, Advertising, and Competition

Standards of fair business, advertising, and competition shall be upheld, and measures shall be provided to protect customer information.

D6 Protection of Identity and Non-Retaliation

Unless prohibited by law, policies and procedures shall be established to ensure the confidentiality, anonymity, and protection of supplier and worker whistleblowers. Communicated procedures shall be established to enable workers to raise grievances anonymously without retaliation.

D7 Responsible Sourcing of Minerals

A policy shall be established to reasonably assure that the tin, tantalum, tungsten, gold, cobalt, mica, Copper, Graphite, Lithium and Nickel minerals contained in their products are sourced and their chain of custody conducted consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent recognized framework. Due diligence shall be conducted on the source and chain of custody of such minerals, and suppliers shall be required to complete the latest version of the responsible minerals report (CMRT/EMRT), making these measures available for customer review.

D8 Privacy

A commitment shall be made to protect the reasonable privacy expectations of the personal information of everyone they do business with, including suppliers, customers, consumers, and workers. Privacy and information security laws and regulatory requirements shall be complied with when personal information is collected, stored, processed, transmitted, and shared.

D9 Avoiding Conflict of Interest

Business transactions between suppliers and the Company shall avoid any possible conflicts of interest. If a potential conflict is discovered, suppliers shall report such incident immediately to the Company and take corrective actions to ensure that no inappropriate actions result from the conflict and relationships that become conflicts of interest shall be reported and suspended or resolved.

E. Management System

Applicability of This Standard

This Standard sets forth the Company's overall expectations for its supply chain. Suppliers shall give priority to complying with all applicable laws and regulations in the jurisdictions where they operate, as well as the

requirements of this Standard that are mandated by law or represent internationally recognized minimum standards. For other aspects, including management systems, documentation requirements, and performance objectives, the Company will reasonably determine the scope of applicability and implementation timeline based on the supplier's size, industry characteristics, strategic importance to the supply chain, and risk level. During assessments or audits, where non-statutory requirements have not been fully met, the Company will provide recommendations for improvement and work collaboratively with the supplier to establish an appropriate and reasonable corrective action timeline.

E1 Company Commitment

A corporate social and environmental responsibility policy statement, endorsed by senior management and posted in the local language, shall affirm the supplier's commitment to compliance with regulations and to continuous improvement.

E2 Management Accountability and Responsibility

Company representatives and senior executives responsible for ensuring the implementation of the management system and related programs shall be clearly designated. Senior management shall periodically review the status of the management system.

E3 Legal and Customer Requirements

A process shall be established to identify, monitor, and understand applicable laws, regulations, and customer requirements (including the requirements of this Standard), and to ensure compliance.

E4 Risk Assessment and Risk Management

A process shall be established to identify the legal compliance, environmental, health and safety, and labor practice and ethics risks associated with their operations. The relative significance of each risk shall be determined, and appropriate procedural and physical controls shall be implemented to manage the identified risks and ensure regulatory compliance.

In screening and evaluating critical or high-risk suppliers, the Company considers the following three risk dimensions in combination: (a) country-specific risk—human rights, labor, environmental, corruption, and geopolitical risks in the country/region where the supplier is located; (b) industry-specific risk—the environmental, health and safety, and social risks inherent to the supplier's industry (such as chemical use and process emissions); and (c) commodity-specific risk—risks associated with specific raw materials or commodities, including conflict minerals (3TG), hazardous substances (RoHS/REACH), and single-source supply disruption risk.

E5 Improvement Objectives

Based on the four elements described above, written performance objectives, targets, and implementation plans shall be established to improve the supplier's social and environmental performance, including a periodic assessment of its operations and activities.

E6 Training

ESG-related training programs shall be established for all managers, purchasing personnel, and workers to ensure the effective implementation of the Supplier Sustainability Standards, related procedures, and improvement objectives, as well as compliance with applicable laws and regulations.

E7 Communication

Clear and accurate procedures shall be established to communicate information about supplier policies, practices, expectations, and performance to workers, suppliers, and customers.

The Company communicates information and training on its sustainability standard, code of conduct, and assessment and development processes to suppliers through one or more of the following means: (1) supplier meetings, (2) training sessions, (3) manuals/documents, and (4) on-site communication and outreach during audits; and encourages suppliers to strengthen their sustainability management accordingly.

E8 Worker and Stakeholder Engagement, Feedback, Participation, and Grievance

An ongoing process (including an effective grievance mechanism) shall be established to assess workers' understanding of the practices and conditions covered by this Standard, to obtain their feedback or reports of violations, and to promote continuous improvement. Workers shall be able to freely express their opinions and concerns without fear of reprisal or retaliation.

E9 Audits and Assessments

Periodic self-assessments shall be conducted to ensure conformance with regulations, this Standard, and customers' social and environmental responsibility contractual requirements.

The Company has established self-audit and supplier audit processes to periodically assess supplier conformance through document review and on-site evaluation, and recognizes independent third-party audit/certification reports provided by suppliers as evidence of conformance. Recognized third-party audit mechanisms include, but are not limited to, amfori BSCI, the RBA Validated Assessment Program (VAP), Sedex SMETA, SA8000, Better Work (BW), and SLCP, which are approved by their respective standard-setting organizations, as well as audits performed by certification bodies conforming to ISO/IEC 17021 (Conformity assessment—Requirements for bodies providing audit and certification of management systems), such as ISO 9001/14001/45001.

E10 Corrective Action Process

A process shall be established to promptly correct deficiencies identified through internal or external assessments, audits, inspections, and management reviews.

E11 Documentation and Records

Documentation and records shall be created and maintained to ensure regulatory compliance and conformance with company requirements, and their confidentiality shall be appropriately protected.

E12 Supplier Responsibility

A process shall be established to communicate the requirements of this Standard to their suppliers and to monitor their suppliers' compliance with this Standard.

This Standard is disclosed on the Company's official website and is communicated and promoted through supplier meetings and communication channels. Where a supplier fails to conform to this Standard, the Company will provide guidance and require improvement within a specified period; if conformance still cannot be achieved after consultation, the Company reserves the right to adjust the business relationship.