

Corporate Social Responsibility

December 2022

FICT Limited

In recent years, companies have been required to actively address their social responsibilities for the development of a sustainable society. In such activities, we respect and promote the Code of Conduct of the Responsible Business Alliance (RBA). We would like to ask our

business partners to cooperate in promoting this project. For the RBA Code of Conduct, please refer to the following URL.

(RBA Code of Conduct WEBSITE)

<https://www.responsiblebusiness.org/code-of-conduct/>

(RBA Code of Conduct Japanese translation)

https://www.responsiblebusiness.org/media/docs/RBACodeofConduct7.0_Japanese.pdf

Reference) RBA Code of Conduct Japanese Beginning

The Code of Conduct of the Responsible Business Alliance (RBA, formerly Electronic Industry Citizenship Coalition (EICC)) states that the working environment is safe in the electrical and electronic equipment (electronic) industry or the industries of which they are the main components and their supply chains, and that workers It sets standards to ensure that people are treated with respect and dignity, and that their business activities are environmentally responsible and ethical.

The Code considers all organizations that may design, sell, manufacture or supply components and services used in the manufacture of electronic products to be part of the electronics industry. The Code may be voluntarily adopted by any business operator in the electronics field. As a result, it also applies to the supply chain of the hiring operator and subcontractors (including contract labor providers).

In order to adopt the Code and become a participant ("Participating Company"), the Business Operator must declare its support for the Code and actively pursue compliance with the Code and its standards based on the management system described in the Code.

Participating companies should regard the Code as a supply chain-wide initiative. In addition, Participating Companies must request at least their primary business partners to recognize and implement the Code.