

## Carsem's Responsible Business Alliance (RBA) Policy

Carsem is committed to ethical and responsible business practices in all aspects of our operations and supply chain. This policy outlines our alignment with the **Responsible Business Alliance (RBA) Code of Conduct**, which establishes standards to ensure working conditions are safe, workers are treated with respect and dignity, and business operations are environmentally responsible and conducted ethically.

This policy applies to all employees, contractors, suppliers, and partners of Carsem Malaysia Sdn Bhd worldwide, including our subsidiaries and affiliates.

### Our Commitments

#### A. Labor

We are committed to upholding the human rights of workers and treating them with dignity and respect. This includes:

- No forced, bonded, or indentured labor
- No child labor
- Respect for freedom of association and collective bargaining
- Humane treatment and non-discrimination
- Fair wages and working hours in compliance with local laws

#### B. Health and Safety

We prioritize the health and safety of our employees by:

- Maintaining a safe and clean working environment
- Implementing robust occupational health and safety practices
- Providing appropriate personal protective equipment (PPE)
- Promoting worker health programs and ergonomics

#### C. Environment

As a semiconductor manufacturer, we recognize our responsibility to minimize our environmental impact:

- Comply with applicable environmental laws and regulations
- Reduce resource consumption and greenhouse gas emissions
- Prevent pollution and manage hazardous substances responsibly
- Encourage energy and water efficiency throughout our operations

#### D. Ethics

We uphold the highest standards of integrity and transparency:

- Prohibit all forms of corruption, extortion, and embezzlement
- Avoid conflicts of interest
- Respect intellectual property rights
- Ensure fair business, advertising, and competition
- Protect the confidentiality of stakeholders

#### Carsem (M) Sdn Bhd

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