

Compliance Code of Conduct

Wuhan FiberHome International Technologies Co., Ltd

August, 2021

I. General Provisions

(1) Purpose

In order to implement the mission of "maximizing the value of digital connection for the benefit of human society" and adhere to the core values of "customer orientation, integrity and dedication, sustainable innovation and incremental development", Wuhan FiberHome International Technologies Co., Ltd. (hereinafter referred to as "FiberHome International") hereby formulates this *Compliance Code of Conduct* (hereinafter referred to as "The Code").

(2) Scope of Application

The Code is applicable to FiberHome International and its employees. In case of any conflict between *The Code* and the employee's local laws & regulations or public order & good customs, please make sure to consult the compliance management department of FiberHome International.

(3) Right of Revision and Final Interpretation

FiberHome International reserves the right to change, revise or adjust any content of *The Code* at any time as required. To the extent permitted by law, the compliance management department of FiberHome International has the final right to interpret *The Code*.

II. Specific Requirements

(1) Human Rights, Labor and Social Standards

FiberHome International has always been committed to the protection of human rights and labor rights, and is well aware of the importance and impact of human rights on business operation of FiberHome International and the whole society. FiberHome International adheres to internationally accepted human rights, labor and social standards and strictly observes applicable laws in the framework of business activities.

FiberHome International strongly supports fair employment opportunities and strictly observes all applicable laws, particularly prohibiting employment discrimination in terms of age, race, color, gender, sexual orientation, gender identity or gender expression, birth, nationality, religion or disability. FiberHome International strictly prohibits sexual harassment and other workplace harassments. FiberHome International promotes a diversified and inclusive workplace where employees respect each other and safeguard each other's dignity.

(2) Health and Safety

FiberHome International will continue to clarify its work objectives and corresponding responsibilities in safety production, fire control, comprehensive public security and other

aspects. FiberHome International provides a safe and healthy working environment, eradicates any working conditions where life safety or health is seriously endangered, prevents any major fire or explosion accidents, and prevents fatal accidents on operation site.

(III) Environmental Protection

Every employee of FiberHome International shall bear the responsibility of protecting human beings and the environment within their work scope. FiberHome International strictly observes the requirements of relevant national laws and regulations, including relevant manufacturing, transportation, storage, treatment and emission requirements. FiberHome International takes conservation and alternative measures to reduce the consumption of energy, water and natural resources in order to reduce greenhouse gas emissions. FiberHome International widely carries out environmental protection publicity, popularizes environmental protection knowledge to all employees through utilization of various platforms, carries out environmental protection publicity, and strengthens employees' awareness of environmental protection.

(IV) Anti-corruption and Anti-commercial Bribery

FiberHome International takes a "zero tolerance" attitude towards any form of corruption and bribery, adheres to honest operation, firmly observes anti-corruption and anti-bribery laws and regulations, and eradicates acts in violation of integrity and damage interests of the company. Employees shall follow the company's system, practice fairly and efficiently, and shall not offer bribes, accept bribes, demand bribes or engaged in corruption.

Employees shall not provide or promise to provide benefits including money and any valuable property or non-property rights to others in order to obtain or retain business opportunities or benefits, nor shall they solicit or accept benefits from others, including through a third party.

(V) Data Security and Privacy

FiberHome International is committed to protecting the personal information of business partners it collects in a transparent, legitimate, necessary manner consistent with the local legal requirements so as to prevent accidental or illegal destruction, loss, tampering or unauthorized disclosure or access.

FiberHome International attaches importance to and protects data privacy and respects the data security and privacy of employees and business partners. The collection and processing of personal information shall be used for legitimate commercial purposes only, strictly

observe applicable local data privacy laws, and transparency, legality, legitimacy and necessity shall be deemed as the basic guidelines for FiberHome International to process relevant personal information.

(VI) Anti-unfair Competition and Anti-monopoly

1. Anti-unfair Competition

Anti-unfair competition refers to acts that disrupt market competition order in production and operation activities, and impair the rights and interests of other market entities or consumers. FiberHome International advocates free and fair competition and is committed to fair and honest transactions with customers, suppliers and competitors. Employees shall collect information related to competitors in a legal and ethical manner, and adhere to true, reliable, fair and impartial marketing and advertising.

2. Anti-monopoly

Anti-monopoly refers to the acts that destroy free market order of fair competition to enable specific companies to gain a favorable economic status on a certain service or product, such as signing monopoly agreements, restricting transactions, etc. FiberHome International requires employees to understand and observe local anti-unfair competition law and anti-monopoly law, and is committed to protecting consumers and the market from the harm of monopoly acts and promoting healthy competition in the market.

(VII) Import and Export Trade Compliance

International operation is the strategic direction of FiberHome International. In the face of the regulatory requirements of different countries, trade compliance is particularly important to achieve smooth international operation. In order to ensure trade compliance, FiberHome International continues to concentrate on the changes of relevant laws, regulations and policies in the countries (regions) where its business is located, so as to assure observation of compliance requirements and avoid the violation of relevant laws and regulations in foreign trade.

(VIII) Avoidance of Conflicts of Interest

Any work carried out by FiberHome International employees must be in the interests of the company and shall avoid actual or potential conflicts of interest. FiberHome International will never tolerate any employee hindering the company from making the best business decisions for personal or other interests.

Where an employee's personal interests or acts substantially affect or may affect his/her judgment, loyalty or responsibility toward FiberHome International's business, it means that there is a conflict between the employee's personal interests and that of the company. As conflicts of interest may lead to improper impact on employees' business judgment, employees must avoid any form of conflict of interest that has a negative impact on their judgment, company loyalty or duty performance. In addition, unless otherwise agreed by FiberHome International, no employee shall be allowed to conduct related party transactions or related investment.

(IX) Ensuring Accurate Records and Reports

FiberHome International shall ensure the integrity, accuracy and reliability of its business and financial records. Clear and accurate business and financial records are crucial to the effective maintenance of FiberHome International's business credibility and also the basis for helping FiberHome International make correct business decisions. FiberHome International requires all employees to strictly observe relevant legal requirements and the company's internal control processes and procedures, and record the company's business and financial information completely, promptly and accurately.