
September 20 2022

This statement is made in accordance with the Modern Slavery Act 2015 of the United Kingdom and constitutes a slavery and human trafficking statement for CASIX Inc.

CASIX is a wholly-owned subsidiary of Fabrinet, a large publicly traded technology group, with nearly 1,500 employees. CASIX is one of the top 100 key enterprises in the local province, a provincial high-tech enterprise, and is recognized as a provincial-level enterprise with harmonious labor relations.

CASIX Business

CASIX specializes in the design, research and development, production and sales of precision projection display optical components, optical films, crystal materials, industrial lenses, optical communication devices, and lidar. Its products are widely used in scientific research, medical testing, machine vision, instrumentation, laser/optoelectronics and autonomous driving fields. CASIX has a global market presence, providing customers with high-quality products and services, and has been awarded the title of Best Supplier by many multinational companies.

CASIX Policy

CASIX has formulated a series of corporate policies covering multiple fields such as labor management, business ethics, occupational health and safety, and environmental management. CASIX believes that this suite of policies, as a whole, helps foster a positive environment that ensures our operations adhere to ethical standards and prevents any form of slavery or abuse within our company or supply chain.

Specifically, CASIX's fair employment policy stipulates:

I Human Right

Our company respects the rights and interests of the communities where our business activities are conducted and all individuals who have dealings with us. CASIX safeguards the dignity of all its employees (and business partners) and will never use corporal punishment, violent threats or any other form of abuse, physical coercion or

aggression against anyone, nor will it tolerate such behavior in any aspect of its business operations.

I Forced labor and child labor are strictly prohibited

By ensuring that personnel recruitment complies with relevant regulations such as the Labor Law of the People's Republic of China, the Labor Contract Law, and the Law on the Protection of Minors, CASIX strives to play an active role in the fight against forced labor and child labor.

CASIX will not employ individuals below the following ages, as defined by the applicable national standards (whichever is higher):

1. The minimum age at which employment or work is permitted; or
2. The minimum age for completing compulsory education.

Under no circumstances will CASIX employ anyone under the age of 16.

In any business field, CASIX will never tolerate or use any form of forced labor or child labor. CASIX also does not tolerate any third party using any form of forced labor or child labor within the premises of CASIX.

I Freedom of assembly and association

CASIX recognizes the following rights of each employee: to choose whether to become a member of a trade union or labor organization; Choose to be represented by a trade union or a labor organization; And participate in legal activities to collectively pursue their interests.

I Diversity and equal opportunities

CASIX recognizes and values the contributions made by people with diverse abilities, experiences and perspectives. We are committed to creating a positive workplace environment, thereby encouraging all employees to think freely, fostering active innovation in their work, and recognizing their contributions through rewards for proposals. CASIX will never tolerate or accept any behavior involving discrimination, harassment, bullying, infringement, defamation or violence.

I Terms of employment

CASIX will first comply with all local employment laws and regulations. CASIX pays both male and female employees based on the principle of equal pay for equal work.

CASIX requires its suppliers to comply with all employment laws and fair labor policies. All CASIX contractors, consultants, and suppliers must agree to comply. CASIX's procurement terms and conditions stipulate that any third-party supplier is prohibited from engaging in any activities contrary to this policy, regardless of whether they act in CASIX's name. Failure to adhere to this will result in the termination of cooperation.

To ensure compliance, CASIX reserves the right to conduct supervisory audits on suppliers and their business operations. If the supplier fails to comply with this code of

conduct, CASIX may take any measures it deems appropriate, including terminating the cooperation.

The compliance framework of our company

At CASIX, the implementation of our policies is supported by a compliance framework, which includes the following elements:

1. Management Review Report – Management regularly conducts comprehensive annual management reviews and produces formal review reports.
2. Employee Training – CASIX promotes understanding of and compliance with its fair employment policies through internal communications and training programs.
3. Monitoring and Reporting - CASIX has set up an employee suggestion box and opened a reporting hotline. Employees and contractors can anonymously report suspected misconduct through the suggestion box and the reporting hotline. Fraud, misconduct (including deception, illegal or corrupt conduct), or violations of the code of conduct by employees, agents, contractors or suppliers can all be reported through the suggestion box or hotline. For all reported matters, the company will conduct reviews and, where appropriate, investigations. Outcomes may include counseling, corrective actions, and disciplinary measures.

CASIX will continue to review and update relevant policies, practices and procedures in order to maintain reasonable safeguards and prevent any abuse in the company's supply chain or business.

Training and awareness

CASIX conducts online and face-to-face training on the code of conduct for its employees to strengthen compliance with its fair employment policy and Code of Conduct. This training is open to both new and existing employees. Our company promotes ethical and legal principles to employees through training, with the aim of fostering a corporate culture at CASIX that is both legally compliant and ethically sound.

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