

Date: Jun 4, 2025

To: All Employees

From: Jack Wang, CEO of Suzhou SIP Hi-Tech Precision Electronics Co., Ltd.

Subject: 2025 Trade Control Compliance Management Commitment Letter

日期：2025年6月4号

收件人：全体员工

发件人：苏州高泰电子技术股份有限公司 总经理 汪义方

主题：2025年贸易管制合规管理承诺函

Suzhou SIP Hi-Tech Precision Electronics Co., Ltd. and its majority-owned or controlled subsidiaries and affiliates (collectively, the **“Company”**) are committed to complying with all applicable export control and economic sanctions laws and regulations (collectively, **“Trade Control Law”**). It is the Company's policy that the Company and all employees who work for the Company (the **“Company Personnel”**) comply with the applicable Trade Control Law.

苏州高泰电子技术股份有限公司及其控股子公司和关联公司（统称为**“公司”**）承诺遵守所有适用的出口管制和经济制裁法律法规（统称为**“贸易管制法律”**）。公司政策要求，公司及其所有公司人员必须遵守适用的贸易管制法律。

The Company is dedicated to providing resources, time, investment, and personnel to ensure its compliance with Trade Control Law and the implementation of an effective trade compliance program throughout its global business operations. The Company's management fully supports the compliance efforts and will work with each employee to enhance the Company's trade compliance program.

公司将投入必要的资源、时间、资金和人力，以确保公司遵守贸易管制法律。并在全球业务运营中实施有效的贸易合规计划。公司管理层高度支持合规工作，并将与每位员工协作，共同推进公司的贸易合规体系建设。

The Company has also published a Trade Control Compliance Policy (the **“Policy”**). It is the expectation of the Company and the senior management that all Company Personnel review, understand, and follow the requirements of the Policy. All Company Personnel must comply with applicable Trade Control Law to ensure compliance with the Policy. It is against the Policy for any exports, reexports, or transfers (in-country) to be made contrary to any applicable Trade Control Law by any individual or entity acting on behalf of the Company. Accordingly, you must fully understand how Trade Control Law applies to the work that they do, participate in all applicable compliance training, report any actual or potential compliance issues or violations to the Company, ensure that business documents, records, data and information are accurate and complete and that required records are maintained and filed in the proper locations, and consult the **Trade Compliance Department** if you are uncertain as to what requirements might apply.

公司已发布《贸易管制合规政策》（以下称**“政策”**）。公司及高管团队要求所有公司人员阅读、理解并遵循该政策的要求。所有公司人员必须遵守适用的贸易管制法律，以确保对政策的合规执行。任何代表公司进行的出口、再出口或（境内）转让行为，如违反适用的贸易管制法律，均违反本政策。因此，您必须充分了解贸易管制法律如何适用于您所在岗位的具体工作内容；参加所有适用的合规培训，及时报告任何实际或潜在的合规问题或违规行为。确保业务文件、记录、数据和信息的

准确性与完整性，并按公司程序妥善保存所需记录。如您对适用要求存在疑问，请及时咨询**贸易合规部**。

Violations of the Trade Control Law may result in significant consequences for the Company and responsible individuals, including criminal and/or civil fines, being designated as a restricted party under the Trade Control Law, as well as damage to the Company's reputation. Anyone found to violate the Trade Control Law or the Policy will be subject to significant disciplinary actions by the Company, up to and including termination, in additional legal liabilities.

违反贸易管制法律可能会对公司及责任人带来严重后果：包括但不限于刑事或民事罚款、被列入受限实体名单、以及对公司声誉造成重大损害。任何违反贸易管制法律或本政策的行为，将面临公司严厉的纪律处分；严重者可被解除劳动合同，同时还可能承担法律责任。

As the CEO of the Company, I ask each of you to take this matter seriously and to support the Company in its trade compliance program. If you have any questions concerning any trade control compliance issue or have suggestions to improve our trade compliance program, please contact Trade Compliance Department: Simon, Echo compliance@hitechtape.com.

作为公司总经理，我要求大家认真对待此项工作，积极支持公司的贸易合规计划。如您对任何贸易管制合规问题存在疑问，或有改进我们合规制度的建议，请联系贸易合规部：周鹏程、董广德 compliance@hitechtape.com

If you suspect or become aware of any Company Personnel's action that may be in violation of Trade Control Law or the Policy, you may report the case to Trade Compliance Department: Simon, Echo compliance@hitechtape.com, which may allow you to remain anonymous.

如您怀疑或发现任何公司人员的行为可能违反贸易管制法律或本政策，您可向贸易合规部：周鹏程、董广德 compliance@hitechtape.com 报告。报告时可选择匿名。

Signature: Jack Wang, CEO of Suzhou SIP Hi-Tech Precision Electronics Co., Ltd.

Date: Jun 4, 2025

签字：汪义方 苏州高泰电子技术股份有限公司总经理

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