

XCG

Code of Conduct

2025

Introduction

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1. Purpose and Application

B

2. Operation with Integrity and in Compliance

2.1. Product Compliance

The Company Principle

Employees should:

(1)

‘
- - ;

(2)

‘

(3)

‘
‘
‘
‘

(4)

‘

Example:

Scenario:

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Response:

‘
“ “
(),
‘

2.2. Fair Competition

The Company Principle

‘
‘
‘ A
‘
- -
‘

Employees should:

(1)

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‘
‘
‘
‘

(2)

‘
‘
‘
‘
‘
‘

Example:

Scenario: A

B,

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Response:

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2.3. Trade Compliance

The Company Principle

A

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Employees should:

(1)

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(2)

;

(3)

Example:

Scenario:

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Response:

" "

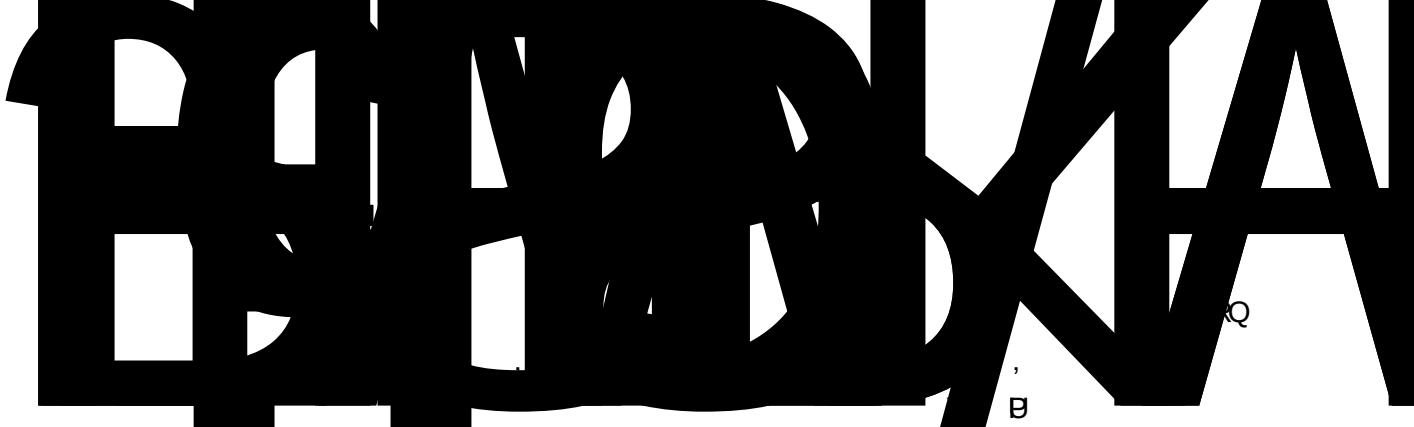
2.4. Anti-corruption and Anti-bribery

The Company Principle

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, .). "
" , , , "

Employees should:

(1) , ,



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D W' .

Employees should:

(1)

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DPK);

(2) A
HPK

Employees should:

(1)

(2)

☐☐☐☐

Example:

Scenario:

against

WileX

Employees should:

(1)

(2)

(3)

(4)

(5)

Example:

Scenario:

DEBBXBTEHA™

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Response:

IXCQA EOD

2.8. Authentic

Employees should:

(1)

(2)

(3)

(4)

(5)

(6)

Example:

Scenario:

Response:

3. Protection of Employees' Rights and Interests

3.1. Labor and Employment

The Company Principle

Employees should:

(1) A

(2)

Example:

Scenario:

Response:

3.2. Anti-discrimination

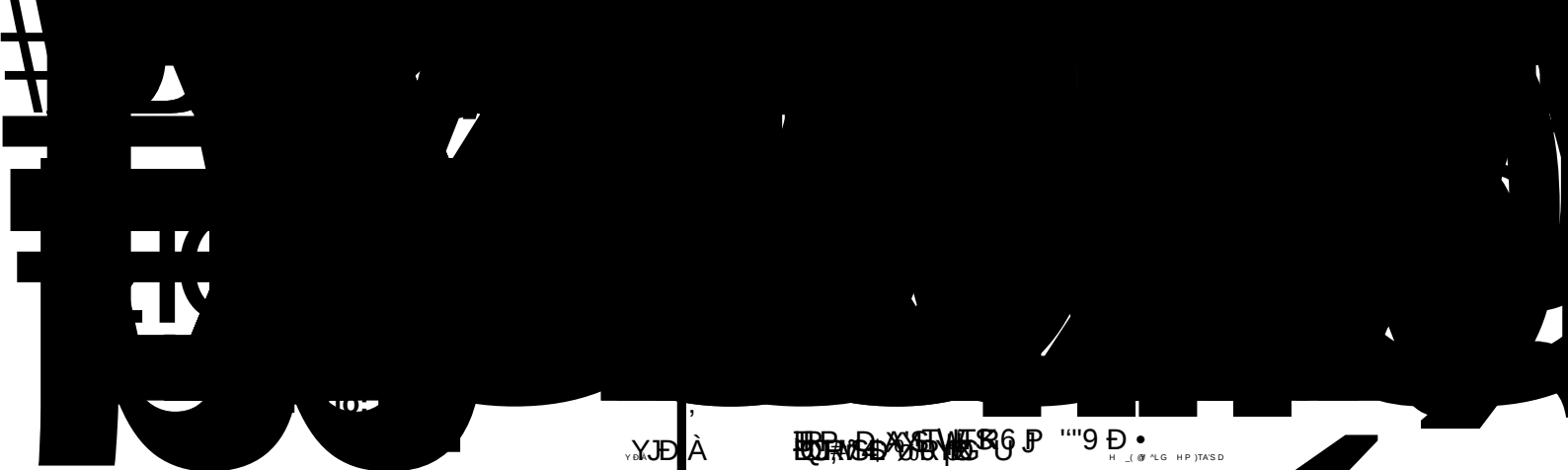
The Company Principle

Employees should:

(1)

(2)

(3)



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Q bD A F B
bD

Response:

“ () ” - A “ (A A), 1 2 ” .

3.4. Information Security

The Company Principle

“ () ” .

Employees should:

- (1) “ () ” .
- (2) “ () ” .
- (3) “ () ” .
- (4) “ () ” .
- (5) “ () ” .
- (6) “ () ” .

Example:

Scenario:

Response:

3.5. Personal Information Protection

The Company Principle

(4) A

(5)

Example:

Scenario:

?

Response:

(1)

(2)

(3)

(4)

(5) A

3.6. Occupational Health and Safety

Corporate Principle

Employees should:

(1)

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(2)

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(3)

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(4)

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(5)

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(6) A

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Example:

Scenario:

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Response:

(1)

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(2)

:

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(3)

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(4) A

: B

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4. Company Assets Protection

4.1. Conflict of Interest

The Company Principle

. A

Employees should:

(1) A

(3) A

(4)

(5)

(6)

Example

Scenario:

A

Response:

4.3. Disclosure and Insider Information

The Company Principle

Example:

Scenario: A

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Response:

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. B

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4.4. Protection of Intellectual Property and Trade Secrets

The Company Principle

(3) , ,
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(4) ;
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Example:

Scenario:

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 ? ,
 ?

Response:

(1) A " " -
 .

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(2) " "

Employees should:

(1)

(2)

(3)

Example:

Scenario:

. A

?

Response:

5.2. Environmental Protection

The Company Principle

Employees should:

(1) A

(2)

(3)

- , ,
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(4) A

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Scenario:

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Response:

(1)

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(2)

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(3)

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B

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Example:

Scenario: A

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