



**MINMAX<sup>®</sup>**

**Corporate Social and Environmental  
Responsibility Policy and Commitment**

## Introduction

MINMAX technology is one of the leading companies in the design and manufacturing of DC-DC converters & AC-DC Power modules. We are committed to operating responsibly, ethically, and sustainably. We recognize our responsibility to the communities in which we operate and the broader global environment. This policy outlines our commitment to social and environmental responsibility, aiming to create positive impacts through our operations, decision-making, and engagement with stakeholders. We respect all the staff, contractor employees, temporary workers, and interns, as hereby declared!

## Corporate Social Responsibility (CSR)

We are dedicated to fostering a positive social impact by implementing practices that respect human rights, promote fair labor practices, and contribute to social well-being. Our commitment includes the following:

### 1. Provide a Safe and Healthy Working Environment:

MINMAX is committed to establishing and maintaining a safe occupational and well-established management system. We will continuously monitor the implementation and improvements.

### 2. Non-Discrimination:

To ensure equal career opportunities for employees, MINMAX does not discriminate based on race, social class, language, religion, color, nationality, age, gender, sexual orientation, disability, pregnancy status, or other reasons. MINMAX respects the rights of employees to associate freely on a voluntary basis, to organize labor unions, and to establish employee communication channels according to local regulations.

### 3. No Child Labor Policy:

MINMAX does not employ child labor and strictly adheres to the local legal minimum working age

### 4. Prohibition of Slavery and Forced Labor:

MINMAX prohibits the use of all forms of forced labor, all jobs shall be taken voluntarily. We Do not employ illegal labor and strongly oppose slavery.

### 5. Compensation, Benefits and Rewards Schemes:

MINMAX provides compensation and benefits that meet or exceed applicable laws for employees, including minimum wages, holidays, and additional bonuses.

### 6. Employee Development:

MINMAX invests in the growth and development of our employees through training, mentorship, and professional development programs to enhance their skills and career potential.

## Environmental Responsibility

MINMAX acknowledges our role in preserving the environment and is committed to minimizing our environmental impact through sustainable practices. Our commitment includes the following:

1. **Resource Efficiency:** MINMAX strives to reduce waste, energy, and water consumption across our operations. Our goal is to use resources responsibly and efficiently, adopting conservation practices wherever possible.
2. **Emissions Reduction:** MINMAX aims to reduce our carbon footprint by improving operational efficiency, using renewable energy sources, and investing in carbon reduction initiatives.
3. **Waste Management:** MINMAX is committed to reducing waste generation through recycling, reusing materials, and adopting responsible disposal practices to minimize our impact on landfills and the environment.

MINMAX will regularly monitor and report our progress regarding social and environmental initiatives. We are dedicated to transparency in our practices and will communicate our advancements and challenges in these areas to our stakeholders.

## Conclusion

Through the MINMAX Corporate Social and Environmental Responsibility Policy, we commit to operating as a responsible corporate citizen, fostering a positive impact on society and the environment. We are dedicated to continuous improvement, aligning our goals with sustainable practices, and contributing positively to future generations.