Compliance System and Policies Statement

Document 2.1 • Effective 25 Mar 2020

Shenzhen Bicheng Electronics Technology Co., Ltd.

1. Corporate Information

Shenzhen Bicheng Electronics Technology Co., Ltd is an established high frequency PCB supplier and exporter in Shenzhen, China. Our official website is www.bichengpcb.com.

2. Compliance Management System

The company has established and maintains a comprehensive compliance management system covering all aspects of our operations. The system is overseen by our dedicated Compliance Committee, comprising senior management representatives from legal, finance, and operations departments. It includes documented policies, regular employee training programs, periodic internal audits, and continuous monitoring mechanisms, ensuring adherence to applicable laws, regulations, and industry standards in all jurisdictions where we conduct business.

3. Code of Conduct

Our Company Code of Conduct sets forth the ethical principles and professional standards expected of all employees, management, and business partners. The code addresses integrity in business dealings, respect for human rights, fair competition, protection of confidential information, and commitment to quality and safety. All employees are required to acknowledge and adhere to the code upon joining and receive annual refresher training.

4. Anti-Corruption Policy

Shenzhen Bicheng Electronics Technology Co., Ltd. maintains a zero-tolerance policy toward bribery and corruption in all forms. Our Anti-Corruption Policy explicitly prohibits offering, promising, giving, authorizing, soliciting, or accepting any improper advantage to or from anyone, including government officials and private sector partners. The policy applies to all employees, subsidiaries, and third-party representatives acting on behalf of the company.

5. Gifts and Hospitality Policy

Our Gifts and Hospitality Policy provides clear guidelines for appropriate business courtesies. The policy establishes reasonable value limits for gifts and entertainment, requires prior approval for certain expenditures, and mandates transparent recording of all such transactions. The policy prohibits any gesture that could reasonably be perceived as influencing business decisions or creating an obligation.

6. Reporting Channels and Whistleblower Protection

The company has established multiple confidential reporting channels for employees and external stakeholders to report suspected misconduct or compliance concerns:

Email: info@bichengcircuits.com

Telephone: +86 755 27374946

Written correspondence: Compliance Committee, Shenzhen Bicheng Electronics Technology Co., Ltd.

Mailing Address: 1716 Shiyuan Zhongxin, Xingyi Road, Fuyong, Bao'an District, Shenzhen City, Guangdong Province, China 518103

All reports are kept strictly confidential, and whistleblowers are protected under our Whistleblower Protection Policy against any form of retaliation.

Shenzhen Bicheng Electronics Technology Co., Ltd.

Compliance Committee

Date: _____25-MAR-2020_____

Shenzhen Bicheng Electronics Technology Co., Ltd.

Authorized Signature: _____

(Please affix company stamp here)

Date: _____25-MAR-2020_____

This statement is provided in good faith and accurately represents the compliance systems and policies of Shenzhen Bicheng Electronics Technology Co., Ltd. as of the date above.