

WORLDWIDE BUSINESS AND ETHICS CODE OF CONDUCT

This Worldwide Business and Ethics Code of Conduct (the “Code”) of Parade Technologies, Ltd (together with its affiliates, “Parade”) sets forth Parade’s commitment to high standards of ethical conduct and environmental and social responsibility. Parade operates under principles of integrity, fairness, and transparency. We are committed to full compliance with applicable laws, rules, and regulations, and we do business according to socially and environmentally responsible practices. We respect the standards, obligations, and agreements that we adopt with respect to our customers and partners, and we respect the rights of other parties. We further honor these principles with a commitment to continuous improvement. This Code applies to all Parade employees and those of its affiliates.¹ We expect our distributors and other business partners, including their own employees, affiliates, subsidiaries, agents, and sub-contractors (collectively, “Partners”) to share our commitment to these principles. In cases where local law, other Parade policies, and the Code have different standards, the higher standard applies.

Certain key items are highlighted as follows:

- Parade is committed to accurate, truthful recordkeeping and reporting.
 - Work shall be transparently performed and accurately reflected on Parade’s business books and records. Business records (including financial, labor, health, safety, and environmental records) shall be accurate, private, and complete (and in the case of financial records, shall be maintained in accordance with applicable law, accounting standards, and company practices).
 - Where disclosures of information are appropriate, they must be authorized, accurate, in accordance with any applicable laws, rules, and regulations, and made without falsification or misrepresentation.
- Employees may not engage in activities that could conflict with their duties at Parade without approval from the CEO or the relevant department head.
- Parade requires compliance with all applicable laws, regulations, rules and regulatory orders, as well as ethical behavior in connection with its business practices.
- Parade prohibits any illegal discrimination or harassment.
- Parade requires compliance with Parade’s Worldwide Anti-Bribery Policy, the U.S. Foreign Corrupt Practices Act, the OECD Convention on Combating Bribery, the UK Anti-Bribery Act, and any applicable anti-corruption laws in any country in which Parade conducts business.
- Parade requires compliance with all antitrust laws and protections against unfair competition.
 - Employees must protect Parade’s reputation as a lawful competitor and the integrity of the market.
 - Employees must not discuss with competitors any of the following: prices, price levels or price changes of Parade products or a competitor’s products; division of the market and/or customers with a competitor; or coordination of a competitive bid process or submitting fraudulent bids.
- Parade requires compliance with anti-money laundering laws.
- Parade complies with and requires compliance with applicable privacy laws
- Parade requires compliance with any applicable securities laws, including bans on insider trading in securities of any type (whether shares, options, puts, calls, derivatives, or otherwise) of Parade or any other party.
 - Any Company or third-party confidential information provided may constitute material non-public information of the Company and/or of such third party for the purpose of the securities laws of United States, Taiwan or other jurisdictions (“Insider Information”).
 - Trading based on Insider Information is a crime. No employee, nor any spouse, minor child, household member, or trust or other entity controlled by such a person, may trade in any security of any party (including Parade) while in possession of Insider Information relating to that party; nor

¹ This Code also applies to Parade’s and its affiliates’ executive officers, directors, temporary and contract workers.

may such person suggest or recommend any securities transactions to others while in possession of Insider Information relating in any way to such transactions.

- If there are any questions on whether an employee has Insider Information, or whether a proposed trade complies with applicable law, employees should contact Parade's Head of Finance or the Legal Department, and refrain from trading until after they receive guidance.
- Parade complies with applicable export control laws.
- Parade respects fundamental human rights, observes applicable laws relating to labor and employment, and follows the principles below.
 - Parade prohibits any form of involuntary labor, slavery, human trafficking, coercion, withholding of critical identity or travel documents, and other improper restrictions on mobility. Employees should report any indications of involuntary labor or trafficking that come to their attention.
 - Parade respects all applicable provisions relating to underage workers, juvenile workers, or student workers. Employees responsible for recruiting must use appropriate age verification mechanisms. Any student workers must receive appropriate training. Parade respects requirements for recruiting (including by third parties), foreign contract worker management, and similar provisions concerning hiring and non-employee personnel management.
 - All persons working with or for Parade must be treated in a humane and respectful manner.
 - Parade maintains policies with respect to working hours, wages, and benefits, including those set forth in its applicable employee handbooks for specific geographies.
 - Parade does not require any pregnancy or medical testing in contravention of applicable law.
 - Parade makes reasonable efforts to accommodate disabilities and other special circumstances.
 - Parade respects rights and observes applicable laws related to collective bargaining and freedom of association.
- Employees must protect all Parade assets, including its technology, know-how, personal data, and confidential information (whether proprietary to Parade or entrusted to Parade by other parties).
 - Employees shall use and safeguard confidential information in a manner that maintains its secrecy.
 - Employees shall disclose to Parade, and/or use on behalf of Parade, only information or assets which they have full rights to disclose and/or use. Employees shall respect the rights of other parties.
 - Parade is committed to maintaining information security measures appropriate to its business.
- Parade provides a safe work environment and respects applicable laws concerning health and safety, including those relating to hazards, potentially hazardous work and infectious diseases.
 - Safety management, emergency protocols, incident follow up, and so forth are handled by local offices. Employees should familiarize themselves with local practices, exit routes, and so forth. Employees also should immediately report hazards and emergencies to the local facilities manager.
 - In case of infectious disease outbreak, Parade sets in place measures as directed by relevant authorities and as calculated to keep employees safe.
- Parade seeks to promote sustainability and respect for the environment across its operations and supply chain.
 - Parade supports efforts to reduce and/or minimize its impact on the environment, including by working with its supply chain on sustainability concerns and partnering with suppliers with express commitments to support sustainability and environmental responsibility.
 - Where appropriate and applicable to its business, Parade endeavors to address (or have partners address) environmental risks such as energy use, greenhouse gas emissions, combustible dust, hazardous waste, wastewater, stormwater, boundary noise, air emissions, and/or other items that may bear on environmental responsibility towards local communities.
- Parade expects all of its Partners to comply with the principles of this Code.

- Employees may raise concerns, comments, and issues, and must report violations of this Code.
 - As per the Company's Open Door Policy, employees are encouraged to reach out to their supervisors or to HR or the Legal Department with any questions, complaints, issues, or suggestions they may have.
 - Any violation of this Code must be reported directly to the CEO or the Head of Legal.
 - Parade knows employees might be concerned about coming forward with a complaint. Parade will not tolerate any discrimination or retaliation against any person who, in good faith, reports any matter under this Code. Employees who attempt to retaliate will be subject to disciplinary actions, up to and including termination of employment. Coming forward will not necessarily protect a person from the consequences of his or her own misconduct.
 - Parade provides an anonymous channel for reporting problems or issues. Employees may call (888) 423 8013 or report online at <https://www.mycompliancereport.com/report?cid=PARAT>
 - If in doubt as to any particular action, employees should refrain from acting and seek guidance.