

China, 26 May 2023

Amendment to China Employee Handbook

Dear All,

As part of internal review of policies and guidelines, we reviewed the current working lunch policy specified in the Item 9.2.2. of China Employee Handbook and would clarify this Policy as follows:

The company will try to provide free working lunch for those main sites with majority of employees where the canteen facility is available.

Pls feel free to advise via internal communication channels if any further clarifications you have.

Cordially,

HR Operations APAP