

TIGER TECHNOLOGY

CODE OF ETHICS

Effective Date: February 2026

PREAMBLE

At Tiger Technology, we believe that ethical conduct is the foundation of our success and reputation. This Code of Ethics establishes the ethical principles and values that guide our decisions and actions. It reflects our commitment to integrity, transparency, and responsibility in all aspects of our business.

This Code applies to all directors, officers, employees, contractors, suppliers, customers, consultants, and anyone conducting business on behalf of Tiger Technology. We expect everyone associated with our organization to uphold these ethical standards and make decisions that align with our core values.

1. CORE VALUES

Our ethical framework is built on the following core values:

1.1 Agility

We embrace change and adapt quickly to new challenges and opportunities. We remain flexible in our approach, respond rapidly to market dynamics, and continuously evolve to meet the needs of our customers and stakeholders.

1.2 Passion for Innovation

We are driven by curiosity and creativity. We challenge conventional thinking, encourage experimentation, and pursue groundbreaking solutions that push the boundaries of technology and create meaningful impact.

1.3 Trust

We build trust through transparency, reliability, and accountability. We honor our commitments, communicate openly and honestly, and foster relationships based on mutual respect and confidence.

1.4 Boldness

We have the courage to take calculated risks, challenge the status quo, and pursue ambitious goals. We are not afraid to fail, learn from setbacks, and turn obstacles into opportunities for growth.

1.5 Forward-Thinking

We anticipate future trends and opportunities, thinking beyond today to shape tomorrow. We invest in long-term success, embrace emerging technologies, and position ourselves as leaders in innovation and industry transformation.

1.6 Fairness and Integrity

We conduct business with honesty, ethics, and respect for all. We treat everyone equitably, make decisions based on merit and principle, and uphold the highest standards of professional conduct in everything we do.

2. Inspirational Values

2.1 Collaboration

No man is an island. We share knowledge and work together to achieve common goals. Collaboration drives our success, making every contribution valuable.

2.2 Accountability

We take responsibility for our actions. We always have an answer whether we succeed or fail.

2.3 Customer Obsession

Customer needs are at the heart of anything we do.

3. ETHICAL BUSINESS PRACTICES

3.1 Honesty and Truthfulness

We commit to:

- Provide accurate and complete information in all business communications
- Avoid misrepresentation, exaggeration, or omission of material facts
- Maintain honest and transparent relationships with customers, partners, and stakeholders
- Acknowledge errors promptly and take corrective action

3.2 Fair Competition

We believe in fair and open competition. We will:

- Compete based on the merits of our products and services
- Not engage in unfair or deceptive business practices
- Respect competitors and refrain from making false or disparaging statements
- Comply with antitrust and competition laws
- Not engage in price fixing, market allocation, or bid rigging

3.3 Anti-Bribery and Corruption

We have zero tolerance for bribery and corruption. We prohibit:

- Offering, giving, requesting, or accepting bribes, kickbacks, or improper payments
- Making facilitation payments to expedite routine government actions
- Providing gifts or entertainment that could influence business decisions

- Making political contributions on behalf of the company without proper authorization

4. STAKEHOLDER RELATIONSHIPS

4.1 Customers and Clients

We are committed to:

- Delivering products and services that meet or exceed customer expectations
- Protecting customer data and respecting privacy
- Responding to customer concerns promptly and professionally
- Honoring warranties, guarantees, and service agreements
- Being transparent about product capabilities, limitations, and pricing
- Compliance with all applicable laws and regulations, transparent reporting and settling tax and other regulatory obligations

4.2 Employees

We value our employees and commit to:

- Providing a safe, healthy, and inclusive work environment
- Offering fair compensation and benefits
- Supporting professional development and career growth
- Making employment decisions based on merit, qualifications, and performance
- Fostering open communication and feedback

4.3 Suppliers and Partners

We strive to build mutually beneficial relationships with suppliers and partners by:

- Selecting partners based on merit, value, and ethical standards
- Honoring contractual obligations and agreements
- Communicating expectations clearly and treating partners fairly
- Encouraging suppliers to adopt ethical and sustainable practices
- Paying invoices in accordance with agreed terms

4.4 Shareholders and Investors

We are accountable to our shareholders and investors through:

- Accurate and timely financial reporting
- Responsible stewardship of company resources
- Transparent communication about business performance and risks
- Strong corporate governance practices
- Protecting shareholder rights and interests

5. PRIVACY AND DATA PROTECTION

We recognize the importance of protecting personal information and commit to:

- Collecting and processing personal data lawfully and transparently
- Using data only for legitimate business purposes
- Implementing appropriate security measures to protect data
- Respecting individuals' rights regarding their personal data
- Complying with applicable data protection and privacy laws
- Reporting data breaches in accordance with legal requirements

6. INTELLECTUAL PROPERTY

We respect intellectual property rights and expect all employees to:

- Protect company intellectual property, including patents, trademarks, copyrights, and trade secrets
- Respect the intellectual property rights of others
- Use licensed software and materials in accordance with agreements
- Not infringe on patents, copyrights, or trademarks
- Properly attribute work and give credit where due

7. ENVIRONMENTAL RESPONSIBILITY

Tiger Technology is committed to environmental sustainability. We will:

- Comply with environmental laws and regulations
- Minimize our environmental footprint through responsible resource use
- Promote recycling and waste reduction
- Consider environmental impact in business decisions
- Support sustainable practices throughout our supply chain
- Invest in green technologies and initiatives where feasible

8. COMMUNITY ENGAGEMENT AND SOCIAL RESPONSIBILITY

We recognize our role as a corporate citizen and commit to:

- Contributing positively to the communities where we operate
- Supporting charitable organizations and community initiatives
- Encouraging employee volunteerism and community involvement
- Respecting human rights in all aspects of our operations
- Promoting diversity, equity, and inclusion
- Addressing social and economic challenges through responsible business practices

9. FINANCIAL INTEGRITY AND TRANSPARENCY

We maintain the highest standards of financial integrity through:

- Accurate and complete financial records and reporting
- Compliance with accounting standards and regulations
- Internal controls to prevent fraud and financial misconduct
- Proper authorization and documentation of financial transactions
- Prohibition of misuse of material non-public information
- Transparent disclosure of financial information to stakeholders

10. CONFLICTS OF INTEREST

We expect employees to avoid situations where personal interests conflict or appear to conflict with company interests. Key principles include:

- Making business decisions based on the best interests of Tiger Technology
- Disclosing potential conflicts of interest promptly
- Recusing oneself from decisions where conflicts exist
- Not using company position for personal advantage
- Not competing with the company or usurping corporate opportunities

11. SPEAKING UP: REPORTING ETHICAL CONCERNS

11.1 Reporting Obligation

All employees have a responsibility to report suspected violations of this Code, company policies, or laws. We encourage open communication and provide multiple channels for reporting:

- Direct supervisor or manager
- Human Resources Department
- Ethics and Compliance Officer
- Anonymous Ethics Hotline: [To be specified]
- Online reporting portal: [To be specified]

11.2 Investigation Process

All reports will be taken seriously and investigated promptly, fairly, and confidentially. The company will:

- Protect the confidentiality of reporters to the extent possible
- Conduct thorough and impartial investigations
- Take appropriate corrective action when violations are found
- Communicate investigation outcomes as appropriate

11.3 Non-Retaliation Policy

Tiger Technology strictly prohibits retaliation against anyone who, in good faith:

- Reports suspected misconduct or ethical violations
- Participates in an investigation

- Refuses to participate in unethical conduct

Retaliation of any kind will result in immediate disciplinary action, up to and including termination.

12. CONSEQUENCES OF ETHICAL VIOLATIONS

Violations of this Code of Ethics will not be tolerated and may result in:

- Disciplinary action, including termination of employment
- Loss of compensation or benefits
- Legal action and prosecution
- Civil liability and financial penalties
- Damage to professional reputation
- Cessation of business relationships

The severity of consequences will depend on the nature, frequency, and severity of the violation.

13. LEADERSHIP RESPONSIBILITY

Leaders at all levels have a special responsibility to:

- Lead by example and model ethical behavior
- Create an environment where employees feel safe raising concerns
- Ensure their teams understand and comply with this Code
- Address ethical issues promptly and appropriately
- Never pressure employees to compromise ethical standards
- Recognize and reward ethical behavior

14. CONTINUOUS IMPROVEMENT AND REVIEW

This Code of Ethics is a living document that will be reviewed and updated periodically to reflect:

- Changes in laws and regulations
- Evolving business practices and industry standards
- Lessons learned from ethical challenges
- Feedback from employees and stakeholders

We are committed to providing regular ethics training and resources to help all employees make ethical decisions.

15. CONCLUSION

Ethics is not just about following rules; it's about making the right choices even when faced with difficult decisions. At Tiger Technology, we believe that our ethical conduct defines who we are as an organization and determines our long-term success.

Every employee plays a vital role in upholding our ethical standards. By adhering to this Code of Ethics, we collectively build trust, protect our reputation, and create lasting value for all stakeholders.

When in doubt about the right course of action, ask yourself:

- Is it legal and compliant with company policies?
- Is it consistent with our values and ethical principles?
- Would I be comfortable if this decision were made public?
- Would I be proud to explain this action to my family and colleagues?

If the answer to any of these questions is no, seek guidance before proceeding.

16. ACKNOWLEDGMENT

By accepting employment or continuing to work with Tiger Technology, you acknowledge that you have received, read, understood, and agree to abide by this Code of Ethics. You also acknowledge your responsibility to report suspected violations and to cooperate fully in any investigation.

How to Report a Concern

Use this form to confidentially raise a concern about conduct, ethics or compliance at Tiger Technology. You may submit your report anonymously. Reports are handled confidentially and we do not tolerate retaliation against anyone who raises a concern in good faith. <https://www.tiger-technology.com/report-a-concern/>

For Tiger Technology Leadership

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