

Vietnam Electrical Industrial Equipment Company Limited.
Block 6, Yen Hoa Ward.
Cau Giay Dist. Hanoi City, Vietnam

Dear Mr. John Magpoc,

Trade Controls Compliance Affirmation Letter - Reminder of Eaton's Trade Controls Compliance Expectations for doing business with us

We write this as formal reminder and written notice of Eaton's expectations of its distributors to ensure compliance with our Code of Ethics – respecting and obeying the laws, rules and regulations that apply to our businesses around the world as this applies to compliance with economic, financial, trade sanctions, export controls, and other trade or export or import restrictions, rules, regulations or laws, in the countries in which we do business (referred to collectively as "**Trade Controls**").

We have seen substantive changes to Trade Controls since February 2022 when new restrictions were introduced by many government authorities targeting Russia, Belarus, the Crimea, and other non-governmental controlled areas of Ukraine.

As you are aware, Eaton is committed to full compliance with all applicable laws and regulations, and we require the same commitment from you. Eaton's global presence means that we want to ensure we are fully compliant with all applicable Trade Controls wherever we do business. We recognize that compliance with Trade Controls is complex and new restrictions and measures continue to be introduced and evolve. Many apply extra-territorially and extend to direct and indirect sales or throughout value chains, where the restrictions apply to sourcing and imports. The Trade Controls that are applicable and relevant to Eaton include but are not limited to those issued by the United Nations; European Community (and its individual Member States); Australia; Canada; Switzerland; United Kingdom; United States of America (including the United States Export Administration Act, Trading with the Enemy Act, and the International Traffic in Arms Regulations ("ITAR")); and any other legally recognized sanctions issued by governmental or regulatory bodies to which Eaton or you may be subject.

We want to make sure that you are aware of and being vigilant about compliance with the Trade Controls that may be relevant and applicable to you and to Eaton when doing business with us. As we appreciate that your company may not be subject to the same Trade Controls as Eaton, some may not apply to you under your local national law and/or there may be other Trade Controls that do directly apply to you that you may also need to draw to our attention.

To ensure we are both in full compliance with Trade Controls and all applicable laws, we request that you consider and know what Trade Controls that may be applicable to you **and** to Eaton in our business relationship and transactions. We also ask that you affirm your commitment to compliance with all applicable Trade Controls by signing and returning this letter to us.

Specifically, by signing this Trade Controls Compliance Affirmation Letter you agree and affirm that when doing business with Eaton, Vietnam Electrical Industrial Equipment Company Limited. shall:

1. comply with all Trade Controls applicable to you and/or Eaton when doing business with Eaton;
2. not directly or indirectly sell, transfer, export or re-export any items, parts, components, materials, products, systems, software or technology ("**Items**") supplied to you from Eaton to any of the following:
 - a. any Embargoed Destination or any person that is state owned or controlled by an Embargoed destination; or
 - b. any Sanctioned Persons or a person located, ordinarily resident, or incorporated in an Embargoed Destination without proper prior written authorization from Eaton; or
 - c. to any other country, region or territory or person where such sale, transfer, export or re-export would be prohibited under any Trade Controls applicable to you and/or to Eaton.

"**Embargoed Destination**" comprises the following countries, regions or territories: Belarus, Crimea, Cuba, the non-government-controlled areas in Ukraine (including but not limited to Donetsk, Luhansk, Kherson and Zaporizhzhya oblasts), Iran, North Korea, Russia, Sudan (including South Sudan), Syria. Eaton may amend and update its Embargoed Destination listing from time to time.

“Sanctioned Persons” means any persons (entity or individual) that is listed and/or designated on the lists published by government authorities as a subject or target of Trade Controls with whom transacting is prohibited, restricted, or blocked. This includes but is not limited to: (i) any person listed on any United States, European Union or United Kingdom or other applicable government authorities sanctions or export-related restricted or prohibited party list, including OFAC’s Specially Designated Nationals and Blocked Persons List, OFAC’s Sectoral Sanctions Identifications List, the U.S. Department of Commerce’s Denied Persons, Unverified, Entity, and Military End User Lists, and the EU Consolidated List; (b) any person that is, in the aggregate, 50 percent or more owned, directly or indirectly, or otherwise controlled or acting on behalf of a person or persons described in (i), or that is otherwise the target of blocking or asset-freeze sanctions imposed by any of the United Nations, United States, European Union, UK or other relevant governmental entity;

3. not sell, transfer, export or re-export any Items to or for use in Venezuela or to any person located, ordinarily a resident of or incorporated in Venezuela without prior written authorization from Eaton, and such authorization may only be provided if the sale, transfer, export or re-export is permitted under Trade Controls as applicable to Eaton or to you;
4. not make or receive any payments in connection with doing business with Eaton involving any banks or other financial institutions or providers subject to Trade Controls; and
5. carry out Trade Controls compliance due diligence including sanctions screening and verification checks on all persons involved in your Eaton-related business and transactions and, where applicable on the ultimate end use, destination and customer for your sales, exports, re-exports or transfers of Eaton supplied Items.

In addition, by signing this Trade Controls Compliance Affirmation Letter, you confirm, represent and covenant that your business and sales operations in Russia and any in Belarus are closed. You further confirm, represent and covenant that neither you nor any of your affiliates and/or subsidiaries, appointed agents or intermediaries or any other customers or other third parties you may sell Eaton Items to are continuing to sell to Russia or Belarus.

As part of our global trade compliance program, we may request information from your company for time to time as part of our own Trade Controls due diligence, sanctions screening and verification processes to ensure that we remain compliant. We kindly ask for your full cooperation with these requests.

If Eaton becomes aware of any breach by you of Trade Controls and/or the terms of this Trade Controls Compliance Affirmation Letter we reserve the right to terminate our business relationship with you by written notice and with immediate effect.

We ask you to sign this letter below and return this to me by email, confirming your company’s agreement and affirmation to comply with the terms and conditions set out in this Trade Controls Compliance Affirmation Letter. This will be valid for a period of one year from the date of signature, and moving forward we will ask you to reaffirm your commitment on an annual basis and/or incorporate these terms and conditions explicitly into our sales contracts.

Yours sincerely,

Lim Pink Taw (PT)
Regional Sales Director

I confirm our acknowledgement, agreement, and Trade Controls compliance affirmation on behalf of Vietnam Electrical Industrial Equipment Company Limited. and that I am duly authorized as its representative:

NAME:
Position:

Date: