

Human Rights Commitment and Policy

In order to fulfill corporate social responsibility and protect the fundamental human rights and related interests of all employees, customers, and stakeholders, our company adheres to national labor regulations and refers to international human rights conventions, including the *Universal Declaration of Human Rights*, the *United Nations Global Compact*, the *International Labour Organization Tripartite Declaration of Principles*, and the *United Nations Guiding Principles on Business and Human Rights*. Based on these international standards, we have established our company's human rights commitment and policy to eliminate any acts of human rights violations or infringements. This ensures the legitimate rights and interests of employees and enhances human rights awareness among employees and business partners, thereby promoting positive social development.

According to the characteristics of our company's operations, we have formulated the following human rights-related policies and specific management measures:

1. **Prohibition of Child Labor**

To protect the physical and mental health of minors, our company strictly prohibits the employment of individuals under the age of 16. During the initial stages of the recruitment and selection process, such as resume screening, personnel involved must verify the applicant's age based on information such as their resume and graduation year.

2. **Prohibition of Forced Labor**

We respect workers' freedom and strictly prohibit any form of forced labor. Working hours are determined based on agreements between labor and management. The company arranges work shifts, scheduling, and rest periods in compliance with legal regulations and operational requirements. Any adjustments due to legal changes will be implemented accordingly. If there is a need to extend normal working hours, this must be approved by both the labor union and labor-management meetings. Any extended working hours must comply with

labor laws, and employees will be provided with either overtime pay or compensatory leave.

3. Supporting Employees' Physical and Mental Well-being and Work-Life Balance

The company is committed to creating a healthy and enjoyable workplace. In addition to providing a safe and hygienic work environment, we conduct regular health check-ups, organize employee travel activities and family day events, and hire doctors and nurses to provide on-site health consultation services. Various proactive preventive measures are implemented to ensure that every employee enjoys their work without concerns.

4. Anti-Discrimination

To ensure equal employment opportunities and eliminate any form of discrimination, the company does not differentiate in hiring, wages, training, promotion, or resource allocation based on nationality, race, gender, religion, political affiliation, social background, or other identities. We uphold a merit-based system that assesses employees based on their abilities and contributions, ensuring equal rights and opportunities for all.