

Human Rights Policy

1. Purpose

To fulfill corporate social responsibility, protect the fundamental human rights of all employees, customers, and stakeholders, and comply with the core labor standards and local laws and regulations of internationally recognized human rights norms/principles, including the UN Universal Declaration of Human Rights, the UN Global Compact, the International Labor Office Tripartite Declaration of Principles, the OECD Guidelines for Multinational Enterprises, and the UN Human Rights Norms for Business, we establish a human rights policy to prevent any behavior that violates or infringes upon human rights and to ensure that all members inside and outside the company are treated fairly, equally, and with dignity.

2. Protecting Workplace Human Rights

Our company prohibits behaviors that violate human rights, including forced labor, human trafficking, child labor, and sexual harassment. We do not discriminate against employees based on race, class, language, ideology, religion, political affiliation, native place, birthplace, gender, sexual orientation, age, marital status, appearance, facial features, physical or mental disabilities, zodiac sign, blood type, or union membership status, to effectively protect the human rights of employees and provide a workplace environment that is dignified and equal.

3. Reasonable wages and working conditions

- 3.1 The Company implements equal pay for equal work, and does not discriminate based on gender or sexual orientation in the payment of wages to employees. Employees who perform the same job or provide equal value are paid equal wages. However, this does not apply to legitimate reasons such as seniority, rewards and penalties, performance or other non-gender or sexual orientation related factors.
- 3.2 The Company provides employees with reasonable wages in accordance with legal regulations and provides social insurance as required by law.
- 3.3 The Company provides various welfare measures to stabilize

employees' lives and improve work efficiency.

4. Healthy and safe workplace

The Company complies with relevant occupational safety and health laws and regulations, establishes specialized units and committees for occupational safety and health, and cares for employees' physical and mental health by organizing safety and health work, education and training, employee health checks, or various health promotion activities, improving and enhancing the safety and health conditions of the work environment, reducing the risk of occupational accidents, and providing employees with a safe, healthy, and hygienic workplace environment.

5. Promoting labor-management harmony

The Company is concerned with issues related to employee labor rights and manages them through collective bargaining, regular labor-management meetings, and providing channels for employee complaints or suggestions, in order to implement communication between labor and management, safeguard and improve employee rights.

6. Personal Data Protection

The Company complies with relevant laws and regulations on personal data protection to ensure that the collection, processing, and use of personal data are in compliance with legal requirements and to safeguard the rights and interests of personal data.

7. Regular Promotion

The Company regularly promotes this policy to employees to enhance their attention to human rights issues and identification and management of related risks.

8. Implementation

This policy shall be implemented upon approval by the Chairman and shall be subject to revision.