

## Human Rights Policy:

The Company regards “human rights” in the “inclusive workplace” as the most important asset under the core value of “ethical corporate management”, and provides meaningful work content, safe and healthy work environment, and sound compensation and benefits; at the same time, the Company encourages employee to balance work and life, including running a family, interpersonal relationships, and developing personal interests. In the future, the Company will continue to follow the United Nations Guiding Principles on Business and Human Rights and the RBA Code of Conduct to further implement the Company’s “Human Rights Policy”.

Human Rights Risk Mitigation Measures: The Company is committed to growth in operation while ensuring that employees and supply chain work environments are safe, respected, and ethical. To fulfill this commitment, the Company plans to be one of the members of the world’s largest electronics industry alliance “Responsible Business Alliance”; the Company strictly abides by and implements the RBA Code of Conduct. Through the international tier-1 customers conducting annual supplier audits based on this standard, the Company has implemented the Self-Assessment Questionnaire (SAQ) designed by the “Responsible Business Alliance” to identify the standard risk assessment with the highest standards of social, environmental, and moral hazard before the international tier-1 customer audits.

## Human rights concerns and practices:

	Provide a safe and healthy work environment	Eliminate illegal discrimination to ensure equal job opportunities	Prohibition against child labor	Prohibition against forced labor	Assist employees to maintain physical and mental health and work-life balance
Objectives and actions	Implement occupational disease prevention and promote physical and mental health of employees	<ol style="list-style-type: none"> <li>1. Strictly abide by local government labor laws, international rules, and Company human rights policies, and implement relevant internal regulations.</li> <li>2. Promote and implement internal control procedures in accordance with the principle of non-discrimination in the “RBA Manual”, “Labor Human Rights Policy”, and “Human Resource Management Measures” that discrimination is prohibited regardless of race, class, language, thought, religion, political party, place of origin, place of birth, gender, gender orientation, age,</li> </ol>	Confirmations are conducted for applicant and hired employees to ensure that there are no discrepancies according to the Company’s “RBA Manual”, “Labor Human Rights Policy”, “Human Resource Management Measures”, “Child Labor, Adolescent Worker, Student Worker Hiring Management Measures”.	<ol style="list-style-type: none"> <li>1. Strictly abide by local government labor laws, international rules, and company human rights policies, and do not force or coerce any unwilling personnel to perform labor services.</li> <li>2. The work rules clearly stipulated that if there is a need for overtime, the consent of the employee must be obtained, and overtime pay, or compensatory leave will be provided afterwards.</li> </ol>	Provide a variety of activities and invite employees and families to participate with parent-child interaction to enrich “work-life balance”.

		<p>marital status, pregnancy, appearance, facial features, and physical and mental disabilities.</p> <p>3. The “Basics of Talent Selection” training course is provided to the supervisors of each unit in accordance with the internal control standards and inspection mechanism. The content covers non-discrimination against job applicants, and it reminds that interviews with job applicants should not involve personal information that is not related to work.</p>			
Risk assessment	1. Record whether there are occupational diseases caused by chemical exposure.	The Company has followed internal control procedures to prevent illegal discrimination for the entire recruitment process and the recruitment resume filling will not require job applicant to fill in personal information unrelated to the job.	Applicants must provide relevant identification documents (such as ID card, driver’s license, health insurance card, education certificate, etc.) to the Company to ensure that there is no violation of child labor regulations.	In addition to the internal system to control working hours, it provides two-way unobstructed communication channels such as complaint channels and employee-employers meetings.	Review participation rate
Mitigation measures	1. The Company’s internal occupational safety and health related departments and the heads of various departments are devoted in health promotion management and other related matters and control the five major hazards of occupational diseases such as chemical, biological, and social psychology.	The Company has carried out the employment process according to the regulations to eliminate any discriminating violations for the entire recruitment process.	The Company has carried out the employment process in accordance with the regulations to eliminate any child labor employment violations for the entire recruitment process.	Provide attendance management reports for each unit. Review and manage the working hours every month.	Cooperate with members of the Welfare Committee and representatives of various departments in the factories for advocacy and to encourage participation.

	2. Implement comprehensive management plans such as professional health promotion, health care, and employee assistance with on-site doctors and nursing staff in accordance with the regulations.				
Remedy measures	<ol style="list-style-type: none"> <li>1. Immediately move away from the original working position.</li> <li>2. Provide adequate medical assistance.</li> <li>3. Provide leave and of the subsidies in accordance with the regulations.</li> <li>4. Prevent recurrence</li> </ol>	No concern	No concern	If forced labor is found, the Company will take necessary improvement measures with the supervisor and return the employee's due rights.	A satisfaction survey will be handed out as a basis for future improvement after the events.
Complaint channel	The Company has a well-established complaint channel (employee opinion box, complaint mail) and regular communication to allow employees to report problems at any time.	The Company provides a well-established complaint channel which is announced on the official website and the "Code of Ethics" for external personnel to report or file a complaint. ( <a href="http://www.chiachang.com/ChiaGroup/upload/05-c7.pdf">http://www.chiachang.com/ChiaGroup/upload/05-c7.pdf</a> ) ( <a href="http://www.chiagroup.com/ChiaGroup/profile_5d.aspx">http://www.chiagroup.com/ChiaGroup/profile_5d.aspx</a> )	The Company provides a well-established complaint channel which is announced on the official website and the "Code of Ethics" for external personnel to report or file a complaint. ( <a href="http://www.chiachang.com/ChiaGroup/upload/05-c7.pdf">http://www.chiachang.com/ChiaGroup/upload/05-c7.pdf</a> ) ( <a href="http://www.chiagroup.com/ChiaGroup/profile_5d.aspx">http://www.chiagroup.com/ChiaGroup/profile_5d.aspx</a> )	The Company has a well-established complaint channel (employee opinion box, complaint mail) and regular communication to allow employees to report problems at any time.	The Company has a well-established complaint channel (employee opinion box, complaint mail) and regular communication to allow employees to report problems at any time.

## Human rights protection practice:

1. Internal communication structure: Provide relevant legal compliance advocacy in the pre-employment training, including prohibition of forced labor, prohibition of child labor, anti-discrimination, anti-harassment, working hours regulation and management, humane treatment, sexual harassment prevention, etc.
2. Implement workplace bullying advocacy: Help employees to understand workplace bullying through training, know how to avoid bullying, and jointly create a friendly working environment that is open to communication with open management.
3. Comprehensive occupational safety training: Provide different safety training for different types of employees on the site, such as fire training, emergency response training, first aid training, general safety and hygiene education, and factory safety training.

In 2021, the Company also carried out relevant human rights education and training for employees, with a

total of 492 hours, and a total of 148 employees completed the training (accounting for 60% of the total employee, an increase of 39.8% from the previous year). In the future, the Company will continue to look for human rights protection issues, promote relevant education and training to raise awareness of human rights protection and reduce the possibility of related risks.

Subjects	Impacted subjects	Human rights issues	Assessment/ Communication Channels	Mitigation measures
Employee	Physical and mental disabilities	Work environment safety	Employee opinion box/ Complaint mailbox	<ol style="list-style-type: none"> <li>1. Education and training: Advocacy and training course are conducted for new employees to improve employees' awareness of human rights.</li> <li>2. Employee opinion box/ Complaint mailbox</li> <li>3. Commission professional occupational safety doctors and nursing staff for assistance regularly.</li> </ol>
Employee	Pregnant and breastfeeding staff	Health Care (Pregnancy, Breastfeeding)	Pregnancy care consultation, breastfeeding education	Implementation of Maternity Protection Program
Employee	All employees	Health	Abnormal health check result	<ol style="list-style-type: none"> <li>1. Health check result reminder and advocacy.</li> <li>2. Host health promotion events.</li> </ol>
Employee	All employees	Health (Occupational Diseases)	Occupational disease or occupational accident	Implement overwork and ergonomic musculoskeletal injury prevention programs.
Supplier/ Contractor	Outsourced staff	Privacy (Supply Chain Management)	Supplier meeting, contractor self-assessment, factory visit and audit	Measures for outsourcing audit management of suppliers and contractors
Customer	Business customers	Privacy	Customer meeting	Non-disclosure agreement
Community	Local residents	Water conservation Resident complaints	Resident visit Complaint Line	