

HUMAN RIGHTS DUE DILIGENCE PROCESS

The Company recognizes equal human value and dignity and is committed to complying with human rights laws and internationally accepted standards. In particular, the Company supports compliance with the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labor Organization on Fundamental Principles and Rights at Work. (ILO)

HUMAN RIGHTS FRAMEWORK

1. Announce and communicate the Human Rights Policy.
2. Define the assessment scope and identify human rights issues.
3. Assess human rights risks affecting stakeholders.
4. Mitigate risks and establish impact prevention mechanisms.
5. Monitor and review human rights risks.
6. Establish remediation mechanisms for human rights violations.

Goal: Zero complaints regarding human rights violations.		
Project	**Respect**	**Remedy**
Policy Formulation and establish practical operational guidelines.	Conduct comprehensive Human Rights Due Diligence (HRDD) and manage supply chain integrity.	Establish clear grievance management mechanisms and provide remediation measures for all stakeholder groups.
Communication: Communicate and build awareness among both internal and external stakeholders.		

HUMAN RIGHTS RISK ASSESSMENT (HRRA)

The Company conducts a Human Rights Risk Assessment (HRRA) annually to identify key issues and affected rights-holders across the value chain under the Human Rights Due Diligence (HRDD) process. The latest human rights risk review and assessment in 2024 covered the rights of employees, suppliers and contractors, communities, and customers. It addressed critical issues including working conditions, occupational health and safety, non-discrimination and equality, illegal labor usage, as well as data protection and privacy.

Employee Engagement & Welfare Enhancement

The Company established a "Welfare Committee in the Workplace" by selecting employee representatives from all departments through a transparent nomination and voting process. These representatives engage in negotiations regarding rights, benefits, and welfare. Joint meetings between employee representatives and management are organized at least twice a year or as urgent matters arise to exchange views and evaluate potential impacts from new policies or regulations, such as adjustments to working hours, compensation structures, or workplace safety measures.

Furthermore, the Company will implement an "Employee Feedback Form" to provide an anonymous channel for employees to express opinions or concerns regarding employment conditions. Progress updates on these suggestions are monitored and reported to the Committee meetings quarterly, demonstrating genuine transparency and corporate-employee collaboration.

Proportion of Evaluated Stakeholders (%)

Stakeholder Group	Year 2023	Year 2024
Employees	100%	100%
Suppliers and Contractors	5%	8%
Communities	100%	100%
Customers	32.21%	34%

Number of Human Rights Violation Incidents by Stakeholder Group

Stakeholder Group	Year 2023	Year 2024
Employees	None	None
Suppliers and Contractors	None	None
Communities	None	None
Customers	None	None

HUMAN RIGHTS IMPACT MITIGATION PLAN

Stakeholder Group	Identified Impacts	Mitigation Guidelines
Employees	• Employee discrimination based on gender (female, male, LGBTQ+), race, age, religion, ethnicity, culture, and social class. • Operational activities impacting employee health and safety. • Inequality in employment conditions. • Incomplete freedom of association, collective bargaining, and freedom of expression. • Employee personal data leaks to external parties.	• Relevant corporate policies including the Human Rights Policy, Anti-Sexual Harassment Policy, Personal Data Protection Policy, Good Corporate Governance & Code of Conduct, and Business Code of Conduct for Suppliers. • Promote employee occupational health and safety. • Establish COVID-19 response measures, such as Work From Home and online learning management systems. • Establish a Welfare Committee to empower employee collective bargaining rights. • Conduct annual employee satisfaction surveys and report results to Human Resources management.
Suppliers & Contractors	• Discrimination in hiring or contractor selection. • Use of forced labor or child labor in the supply chain. • Workplace occupational safety for contractors on company premises. • Non-compliance with labor laws or business ethics.	• Establish human rights requirements and ethical supplier selection criteria. • Conduct human rights risk assessments across the supply chain. • Provide human rights training for suppliers and contractors. • Encourage joint signing of business ethics agreements or codes of conduct.
Communities	• Noise impacts generated from	• Conduct Environmental and

Stakeholder Group	Identified Impacts	Mitigation Guidelines
	business operations. ● Lack of transparency in news and information communication. ● Lack of community involvement in corporate decision-making processes.	Human Rights Impact Assessments (EIA/HRIA) prior to project implementation. ● Establish channels for community feedback and suggestions. ● Develop concrete plans for community impact prevention and remediation. ● Continuously promote corporate social responsibility (CSR) activities with local communities.
Customers	● Violation of consumer rights, such as exaggerated advertising or non-transparent product information. ● Product safety concerns. ● Improper collection, usage, or storage of customer personal data. ● Inaccessible or unfair service distribution.	● Ensure transparent disclosure of product and service information. ● Maintain product quality control in compliance with standards. ● Establish guidelines for collecting, using, and protecting customer personal data. ● Provide convenient channels for customer feedback and complaints.

REMEDIATION FOR HUMAN RIGHTS IMPACTS

The Company prepares remediation measures for individuals who may experience human rights impacts, providing both monetary and non-monetary assistance to alleviate distress resulting from business operations. The degree and form of assistance are determined on a case-by-case basis depending on the severity of the impact.