

## **First Financial Holding Declaration on Human Rights and Environmental Sustainability Clauses**

First Financial Holding Co., Ltd. and our business partners, based on the maintenance of human dignity, basic human rights, and the balance of economic, social and environmental ecology and sustainable environmental development as our company goals, both parties agree to sign this declaration and follow the "Directions for Supplier Management of FFHC and its Subsidiaries", the articles are as follows:

### **Article 1:**

Both parties shall maintain and guarantee the human dignity and fundamental human rights of employees, abide by all relevant labor laws and regulations, guarantee the legal rights and interests of employees, and abide by the Universal Declaration of Human Rights, laws and regulations, and generally accepted fundamental labor and human rights protections, including: Freedom of association, freedom to assemble and right to engage in collective bargaining, providing care and support to disadvantaged groups, forbidding the use of child labor defined as persons under the age of 16, and eliminating all forms of forced labor and discrimination of employees and discriminatory hiring practices.

### **Article 2:**

Both parties shall confirm that their human resources policy does not discriminate based on race, nationality, gender, religion, age, marital status, family status, or political affiliation, and that hiring, employment conditions, remuneration, benefits, training, evaluation, and opportunities for advancement are conducted in an equitable and impartial manner, and that fundamental labor and human rights protections are respected and observed at all times and appropriate management methods and procedures are in place.

### **Article 3:**

Both parties may not infringe upon fundamental labor rights and shall have an effective and appropriate complaint system in place to ensure equitable and transparent handling procedures for complaints. Complaint channels shall be simple and straightforward, convenient to use, and free from impediment, and complaints received from employees shall be responded to in an appropriate fashion.

### **Article 4**

Both parties shall follow relevant environmental laws and regulations and international standards to properly protect the environment and shall endeavor to promote a sustainable environment when engaging in business activities.

### **Article 5**

Both parties shall establish a concrete environment and energy-saving management system. They shall also effectively implement a corporate culture of environmentally sustainable development in order to protect the planet, conserve resources, and conserve energy.

### **Article 6**

During the course of business operations, both parties shall endeavor to refrain from introducing pollutants into the water, air, and land. Where such pollution is unavoidable, both parties shall, in a way which accounts for a cost-benefit analysis, available technologies, and fiscal feasibility, put forth their utmost effort to reduce its negative impact on the health of human beings and the environment and adopt the most feasible pollution prevention measures and control mechanisms.