

# SinoPac Financial Holdings Company Limited

## Human rights policy

Not in response to external regulations

In response to external regulations

Formulation Unit: Human Resources Division

Approval Unit: Board of Directors

### Chapter 1 General Principles

#### Article 1 Basis

To fulfill the corporate responsibility for protecting human rights, the Policy is formulated in accordance with Article 18 of the "Sustainable Development Best Practice Principles for TWSE/ TPEX Listed Companies" and Article 6 of the "Guidelines for Sustainable Development " of SinoPac Holdings as the basis for safeguarding the human rights of our employees, partners, suppliers, customers, and companies from new business relations (e.g., mergers, acquisitions, or joint ventures).

If there is any change to the applicable laws or regulations relating to the matters stipulated in this Policy, the requirements under such laws and regulations shall prevail.

### Chapter 2 Matters by which the Company is regulated

#### Article 2 Purpose of the Policy

The Company supports the principles stated under relevant international human rights conventions, including the "Universal Declaration of Human Rights" adopted by the UN, "The UN Guiding Principles on Business and Human Rights," "The United Nations Global Compact," and "International Labor Organization conventions," and "International Labor Organization conventions, and complies with applicable labor regulations of the jurisdictions where the Company is located.

#### Article 3 Scope

The Policy applies to the Company, companies of which the Company directly or indirectly holds more than 50% of the shares or has substantial control (collectively "SinoPac Holdings" hereunder) and companies from new business relations (e.g., consolidations, divisions, acquisitions, transfer or share exchange) with SinoPac Holdings.

The Company shall select businesses that meet the spirit and basic principles

of the Policy as the Company's business partners and suppliers.

The Company shall, when conducting due diligence on a customer, ensure the customer complies with the spirit and basic principles of this Policy, and regularly examine the Customer's relevant actions.

### Chapter 3 Commitment and Implementation

#### Article 4 Respect for human rights in the workplace

The Company commits to providing a workplace of diversity, equality and free from discrimination and harassment, and prohibits any form of forced labor, employment of child labor under the age of sixteen, human trafficking and other actions which violate human rights, and improper treatment or discrimination on the grounds of gender, race, social class, age, marriage, language, religion, partisanship, nationality, appearance, family status, sexual orientation, physical and mental disabilities, or former union membership.

#### Article 5 Safe and healthy workplace

To ensure the safety and healthiness of employees, the Company shall provide a safe workplace with reasonable and legal working hours, regularly review the risks associated with employee's health and safety, and formulate improvement plan based on identified issues. When selecting suppliers and conducting due diligence on and managing its customers, the Company shall ensure its suppliers and customers meeting the following requirements: the working conditions of employees are well protected, no situations of forced labor, employment of child labor, human trafficking, and illegal work rights.

#### Article 6 Maintain fair treatment and equal remuneration

The Company shall establish a fair and reasonable remuneration policy, implement equality and fairness in employment, remuneration, benefits, training, performance evaluation and promotion, and provide appropriate grievance mechanisms to mitigate and respond to damages of employees' rights.

#### Article 7 Respect freedom of association and collective consultation

The Company respects employees' rights to organize and join various clubs, participate in collective negotiation and organizations and provides a variety of communication mechanisms and platforms to ensure harmonious and win-win labor-management relations.

#### Article 8 Care for the rights of vulnerable groups

The Company shall properly protect and safeguard the human rights of the

people with disabilities, migrant workers, indigenous people, children, youth, women, elder, and other vulnerable groups to avoid damages.

Article 9 Privacy

Properly manage employee personal information and supplier business information to avoid data theft, leakage, abuse, or related information that cannot be deleted or adjusted based on opinions.

Article 10 Human Dignity

Ensure that employees' workplaces avoid violations of human rights, such as workplace bullying and harassment. When selecting suppliers, confirm that they have relevant measures to avoid related incidents.

Article 11 Right to life and personal safety

During the review and management of customers and suppliers, it should be confirmed that they will protect employees from endangering the lives and safety of personnel in the workplace.

Article 12 Regularly review and evaluate human rights-related systems and actions

The Company publicly demonstrates compliance with human rights policies, abides by the labor laws and regulations of the company's location, establishes human rights due diligence methods and procedures, prevents any violations and violations of human rights, and will regularly conduct potential risk issues and group identification, evaluate the impacts of risk, develop promotion of human rights risk mitigation and remediation measures to monitor and manage human rights related issues and impacts. In addition, the Company provides a safe and smooth grievance channel and corresponding corrective measures to ensure employees' rights.

Chapter 4 Supplementary Provisions

Article 13 Review

Attention shall be paid to the development of human rights policies adopted by enterprises at home and abroad and changes in the business environment, and the Policy shall be reviewed and improved accordingly.

Article 14 Formulation and amendment

The Policy is to be implemented after approval by the Board of Directors via resolution, and the same shall apply when an amendment is made.

Adopted on December 21, 2018 by the Sixth Board of Directors at its Twelfth Meeting of 2018.

Amended in the 6th meeting by the 7th Board of Directors on June 25, 2021

Amended in the 13th meeting by the 7th Board of Directors on December 23, 2022