



Revised

CTBC Financial Holding Co., Ltd. Human Rights Policy

V 2.0

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The Level and the Approval Authority of The Policy

Version	Updated By	Revision Rationale	Effective Date	Announcement Memorandum Ref No.
1.0	General Administration Department	First edition	107.04.27	Ref No. 1074238200036
2.0	Human Resources Management Department	Revise article 1-8	113.08.09	Ref No. 1133263720038



Article 1 Purpose

The Human Rights Policy of CTBC financial holding company has been established for the purpose of comprehensively and adequately implementing corporate social responsibility for human rights protection. CTBC financial holding company and all its subsidiaries (henceforth referred to as “the Company”) severely comply with local laws and regulations of global locations and recognize and support all the human rights protection and basic principles declared by United Nations' Universal Declaration of Human Rights, Global Compact, Guiding Principles on Business and Human Rights, Global Compact and adheres to the principles of the International Labour Organization.

Article 2 Scope and Applicability

This Policy applies to the Company, including the overall operating activities and new business activities (e.g., mergers, acquisitions, and joint ventures).

The Company expects all stakeholders and partners, including employees, customers, and suppliers, to work together to address human rights-related issues and manage related risks. The Company also aims to provide employees with a fairer and safer workplace and to raise their awareness of human rights protection.

Article 3 Human Rights Risk Assessment

The Company shall periodically identify the human rights risks posed to stakeholders by its operations, propose mitigation and compensation measures, and publicly disclose the results of such efforts. Stakeholders include employees, indigenous people, local communities, and other groups at high risk of human rights violations.

Article 4 Workplace Human Rights Protection

The Company is dedicated to maintaining a diverse, transparent, equal, and harassment-free workplace. Any action or behavior that violates human rights is strictly prohibited, including human trafficking, child labor, and all forms of forced labor. The Company also strictly prohibits any discrimination or bias due to a person's gender, sexual orientation, race, socioeconomic status, age, marital status, language, ideology, religion, party affiliation, ancestry, birthplace, appearance, facial features, mental/physical disability, or union membership in order to ensure equality and fairness in employment, employment conditions, salary, benefits, training, evaluations, and promotion opportunities.

In addition, the Company provides diverse and secure reporting channels to protect the legal rights and interests of employees.



Article 5 Healthy and Safe Workplace

In respect to the promotion of healthy and safe workplace, the Company devoted itself to building a healthy, safe and comfortable working environment; alongside complying with all labor laws and regulations.

1. Providing a healthy and safe working environment together with necessary health or emergency-aid equipment to eliminate dangerous factors to employees' health and safety and reduce the risk of occupational accidents
2. Comprehensively taking care of employees' mental/physical health, the Company proactively cares and manages employees' workload. Avoiding long work hours, the company regularly implements occupational safety-related trainings and general health examinations for free; continuously launch various health promotion activities as well.
3. Providing employees with health promotion information through on-site physician service and the medical recommendations.

Article 6 Freedom of Association

The Company respects the employees' rights of establishing and participating in community associations and/or organizations. In regards to communication between employee and employer, multiple communication channels and platforms are in place and employer/employee meetings are regularly convened to ensure harmony and win-win relationship of both parties.

Article 7 Privacy and Information Security protection

In order to completely protect the privacy of all customers, employees and stakeholders, the Company has established a comprehensive privacy and information security protection mechanism complying with strict control practices and protective measures.

Article 8 The Level and the Approval Authority of The Policy

1. This Policy is a first-level document.
2. This Policy shall become effective upon approval at the Board of Directors meeting. The same shall apply to revisions thereof.