

Chicony Power Technology Co., Ltd.

Human Rights Policy

Preface and Commitment

Chicony Power Technology Co., Ltd. (“Chicony Power”) is committed to respecting and protecting the human rights of all employees, contract personnel and workers across its supply chain. Alignment is maintained with internationally recognized standards, including the *UN Guiding Principles on Business and Human Rights (UNGPs)*, the *Universal Declaration of Human Rights (UDHR)*, the *ILO Core Conventions*, the *Responsible Business Alliance (RBA) Code of Conduct*, and the *UN Global Compact*. The organization’s governance structure oversees the implementation and review of this policy, ensuring consistency with international developments and regulatory requirements, and fulfilment of the duties to protect, respect and remedy.

Respect is also extended to the rights of local communities surrounding operational locations, with potential community impacts identified and addressed through human rights due diligence.

Scope of Application

This Policy applies to all employees of Chicony Power worldwide, including migrant workers, dispatched workers, and short-term personnel, as well as suppliers and other business partners. The Policy also considers human rights issues concerning local communities in the areas where we operate and incorporates relevant risks into our human rights management and assessment framework, with the aim of collectively reducing human rights risks and safeguarding human rights.

Human Rights Principles

1. Diversity, Inclusion and Non-Discrimination

Discrimination, harassment or workplace bullying based on gender, gender identity, sexual orientation, nationality, ethnicity, religion, age, disability, marital status or pregnancy is strictly prohibited.

2. Prohibition of Forced Labor and Child Labor

All forms of forced labor, human trafficking, retention of personal documents, restriction of personal liberty, and the employment of child labor are prohibited.

3. Working Hours and Overtime

Compliance with legal requirements regarding working hours is ensured, with overtime undertaken voluntarily and compensated in accordance with applicable laws.

4. Fair Compensation, Equal Pay and Living Wage

Wages and benefits are provided in accordance with legislative requirements, with continued efforts to ensure fair compensation and equal pay for equal work. Wage levels are periodically reviewed and progressively aligned with a basic standard of living.

5. Protection of Vulnerable Groups

The rights of vulnerable groups including migrant workers, dispatched workers and pregnant employees are safeguarded. Recruitment fee charging, improper deductions and other forms of unreasonable treatment are prohibited. Necessary protection and support measures are provided during pregnancy and breastfeeding to prevent differential treatment or health risks.

6. Health, Safety and Hygiene

A safe, hygienic and healthy working and living environment is maintained in accordance with occupational safety regulations and RBA standards.

7. Freedom of Association and Social Dialogue

Employees' legal rights to form or join trade unions, participate in collective bargaining and engage in labor-management dialogue are fully respected, with multiple safe communication channels made available.

8. Information and Privacy Protection

Personal data and customer information are protected in accordance with internal procedures, preventing unauthorized access, use or disclosure.

9. Business Integrity and Anti-Corruption

All forms of bribery, money laundering, intimidation, fraud, conflicts of interest, undue influence, and any other corrupt practices are strictly prohibited.

Human Rights Due Diligence

A human rights due diligence mechanism has been established and is periodically reviewed, with updates made in response to risk levels, operational changes or regulatory developments. The mechanism includes:

1. Identification of Human Rights Risks

Human rights risks are identified through internal and external audits, employee surveys, RBA VAP assessments, supply chain risk evaluations, contractor management, customer reviews and analyses of community or environmental risks in operating locations. High-risk issues include working-hour compliance, supply-chain labor risks and local community health and safety.

2. Risk Assessment and Prioritization

Risks relating to employees, the supply chain, contractors and surrounding local communities are assessed and prioritized based on severity, affected scope and likelihood, forming the basis for improvement planning.

3. Preventive and Mitigation Measures

Preventive and mitigation measures are developed according to assessment outcomes, including:

- Employees: training, procedural revisions and equipment improvements
- Supply chain: supplier audits, improvement plans and requirements to comply with RBA or human rights documentation
- Local communities: communication mechanisms, environmental and safety improvements, and protection of vulnerable groups

4. Monitoring and Tracking

Improvement effectiveness is monitored through internal and external audits, grievance mechanisms, supplier assessments, contractor evaluations and community feedback.

5. Information Disclosure

Human rights governance, mitigation measures and implementation progress are regularly disclosed through the official website or sustainability report.

Grievance Mechanisms and Remediation

Separate mitigation and remediation mechanisms are established for employees and for supply chain and

local community stakeholders, ensuring accessibility, credibility and protection from retaliation.

Employees

1. Grievance and Reporting Channels

- Dedicated grievance mailbox with local-language support (hotline@chiconypower.com)
- Administrative Division contact points
- Reporting mechanisms through direct supervisors or other managerial staff
- Other reporting channels required by local regulations

2. Investigation Procedure

- An initial assessment of case nature and urgency is conducted upon receipt.
 - Investigations are carried out by designated units or cross-functional teams to ensure objectivity and fairness.
 - Personal data and the rights of involved parties are protected to prevent secondary harm.
 - Investigation outcomes and follow-up measures are provided within a reasonable timeframe.
- Cases involving legal violations or severe human-rights infringements are reported to competent authorities or handled as required.

3. Remediation

- Payment of owed wages, overtime or statutory entitlements
- Correction or withdrawal of improper disciplinary actions
- Provision of medical or psychological support
- Adjustments to work arrangements or improvements to working or living conditions
- Additional protection or support measures for vulnerable groups

Remediation is guided by the principles of restoring rights, preventing ongoing harm and ensuring fairness.

4. Mitigation & Prevention

- Revision of relevant procedures, systems or management requirements
- Training for supervisors and relevant personnel
- Strengthened management of scheduling, dormitories, wages or contractors
- Monitoring of improvement effectiveness
- Integration of cases into human-rights risk assessments and due-diligence processes

Supply chain and Local communities

1. Grievance and Reporting Channels

- Dedicated grievance mailbox (hotline@chiconypower.com)
- Other reporting channels required by local regulations

2. Acceptance and Evaluation

- A preliminary assessment is conducted of reported matters.
- Cases involving supply chain trigger supplier review procedures.
- Community-related cases lead to risk assessments and internal review by relevant departments.

3. Supply chain improvement measures

- Requiring suppliers to submit improvement plans
- Conducting audits or follow-up assessments
- Restricting orders cooperation where necessary

Improvement actions do not imply the organization assumes suppliers' remediation responsibilities.

4. Community care and Risk management

- Attention to concerns raised by local communities
- Conducting environmental, health and safety risk assessments where required
- Exploring feasible communication and improvement measures

Community-related actions do not imply full responsibility over community incidents.

Continuous Monitoring and Transparency

The functioning of the grievance and remediation mechanism is periodically reviewed, with statistics and improvement information disclosed via shareholder reports, sustainability reports or the corporate website to enhance transparency.


Supply Chain Human Rights Management

Suppliers are required to comply with this policy and the RBA Code of Conduct, with the following management measures implemented:

- Suppliers are required to conduct regularly self-assessments using 'Supplier Responsibility and Sustainability Annual Self-assessment Survey'.
- High-risk suppliers are informed of required corrective actions and must submit improvement and follow-up plans.
- Suppliers must provide relevant human-rights and responsible-sourcing documents (such as RBA SAQ, CMRT/EMRT/AMRT, where applicable).
- Major violations require immediate corrective actions; subsequent cooperation is evaluated based on improvement performance, which may include cooperation restrictions where necessary.

Continuous Improvement

Chicony Power continually enhances its human-rights management system in response to international trends, regulatory developments, customer requirements and stakeholder expectations. The adequacy and effectiveness of this policy are regularly reviewed to ensure the fulfilment of human-rights commitments.


President : 