

## **Chicony Power Technology Co., Ltd.**

### **Human Rights Policy**

Chicony Power has been committed to corporate social responsibility. We support and participate in the Responsible Business Alliance (RBA), adhering to its Code of Conduct. We promote and protect human rights and welfare of all employees, and follow the principles of international human rights conventions, including the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact, the International Labor Standards, and the Electronic Industry Code of Conduct. These principles respect for basic human rights, such as freedom of association, prohibition against child labor, elimination of all forms of forced labor and employment discrimination, and prevention of torture and inhumane treatment in the workplace. In accordance with these conventions, Chicony Power has developed its own human rights policy that fully embodies the spirit of human rights.

#### **Scope of Application**

This policy applies to all Chicony Power office locations, production facilities, factories and operational activities, including employees and contractors. Through the development of human rights policy and mitigation measures, Chicony Power works with its employees, suppliers and partners to mitigate human rights risks, promote and protect human rights.

#### **Commitment and Implementation**

1. Provide a friendly workplace and equal opportunities to all employees, and prohibit discrimination, harassment and bullying.
2. Protect labor rights; all employment contracts comply with local labor laws.
3. Prohibit all forms of forced labor and the employment of child labor.
4. Maintain reasonable working hours, and shall not work more than the legal limit.
5. Provide reasonable wages, benefits and working conditions.
6. Ensure a safe and healthy workplace.
7. Build a healthy and mutually respectful employer-employee relationship, and provide safe and multiple communication channels.
8. Adhere to the policies and procedures, and ensure personal and customer data privacy.
9. Prohibit any form of bribery, prevent and combat collusion and corruption.
10. Regularly review and evaluate human rights systems and practices.

#### **Evaluation of Management Systems and Mitigation Measures**

In addition to self-assessment, all Chicony Power factories annually carry out the RBA VAP assessment and client audits, correct and close the issues identified. Through the assessments and audits, we identify potential human rights risks, including the aspects of labor, ethics and management systems. Then, we plan and improve management systems and mitigation measures, and ensure that Chicony Power fulfills its Human Rights commitment.

#### **Conclusion**

This policy represents the company's commitment to providing a friendly and fair workplace to ensure that human rights are respected, promoted and protected.

President :

