

SinoPac Financial Holdings Co., Ltd.  
Supplier Corporate Social Responsibility Code of Conduct

Not in response to external regulations

In response to external regulations

Issued by: Operations Management Division

Approved by: President

Article 1 SinoPac Financial Holdings Co., Ltd. (the Company) formulates the Supplier Corporate Social Responsibility Code of Conduct (the Code) in accordance with the Guidelines for Corporate Social Responsibility to expect suppliers for fulfilling corporate social responsibility, including promoting environmental sustainability and maintaining basic human rights. The Code requires suppliers of the Company and its subsidiaries to comply with the laws and regulations of the countries in which they operate and the Code in all of their business activities.

Article 1-1 A subsidiary referred to in the Code is a company that the Company directly or indirectly holds more than a fifty percent voting interest or has de facto control over that company despite holding less than a fifty percent voting interest.

Article 2 Labor Rights

The Company supports the principles set forth in the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the ILO Declaration of Fundamental Principles and Rights at Work, and the United Nations Global Compact and formulates the following regulations for suppliers.

I. Diversity, Inclusion, and Non-Discrimination

Suppliers shall respect the basic human rights of labor and promote diversity, inclusion, and non-discrimination. Suppliers shall not engage in discrimination or unequal treatment based on race, national origin, color, sexual orientation, gender identity, religion, age, health conditions, political affiliation, marital status or pregnancy in hiring and employment practices.

II. Wages and Benefits

Suppliers shall comply with all applicable local labor regulations relating to employees and business operations, including those relating to working hours, overtime hours, minimum wages, and legally mandated benefits. Suppliers shall clearly communicate the working conditions and wage statements to employees in an appropriate language and pay wages on time. Wages shall not be deducted for disciplinary purposes.

III. Prohibition of Forced Labor and Inhumane Treatment

Suppliers shall not support forced labor and employment of illegal labor, and shall not seize documents of identity (including identity cards, passports, and work

permits) in any name as a condition for employment. There shall be no inhumane treatment or threat of any such treatment, including sexual harassment, bullying, corporal punishment, mental or physical coercion or verbal abuse of labor.

#### IV. Ban on Child Labor

Suppliers shall put a ban on employing child labor under the age of 16 in accordance with related international standards and domestic laws and regulations.

#### V. Freedom of Association and Collective Bargaining

Suppliers shall respect the right of employees to form an association. Employees may engage in assembly, join trade unions according to individual wishes, and bargain collectively according to local laws and regulations, and shall not be subject to unequal wages or conditions for employment as a result of participation in the above activities. Suppliers shall encourage employees to openly communicate and share ideas with management regarding the work environment and management practices so as to find applicable solutions.

#### VI. Training and Career Development

Suppliers shall provide appropriate and necessary training required for employees to fulfill their duties, and shall provide a fair promotion system based on the results of employees' performance evaluations.

### Article 3 Occupational Health and Safety

#### I. Safe Work System

Suppliers shall establish a sound safety work system and management mechanisms to reduce occupational safety risks, and shall provide appropriate training and establish an incident reporting and review mechanism in accordance with laws and regulations relating to occupational safety and health.

#### II. Safe and Healthy Environment

Suppliers shall provide employees a safe and healthy work environment with protection equipment to ensure that employees or others will not be harmed directly or indirectly by the business activities. Labor has the right to refuse to work in an unsafe work environment until the management of suppliers eliminates their concerns without fear of any punishment.

### Article 4 Environmental Protection

#### I. Establishing an Environmental Management System

Suppliers shall establish specific environmental management systems and procedures in accordance with related environmental laws and regulations to achieve the goal of environmental sustainability. Suppliers shall incorporate appropriate environmental safety management guidelines, such as life-cycle assessment or ISO 50001 Energy Management, into operations management

according to the industrial characteristics.

II. Reducing Environmental Pollution

Suppliers shall avoid water, air, and land pollution as much as possible within their scope of operations. If water, air, and land pollution cannot be fully avoided, the procedures for discharge, treatment or disposal shall comply with related environmental regulations; in addition, suppliers shall adopt the best feasible pollution prevention and controls to minimize the adverse effects on human health and the environment.

III. Making Good Use of Natural Resources

Suppliers shall use raw materials and processes in consideration of environmental protection and conservation of natural resources and avoid using hazardous substances in the process. Suppliers shall encourage the reuse or extension of materials or products to reduce the negative impact on the environment.

IV. Purchasing Eco-friendly Products

Suppliers shall consider purchasing and providing eco-friendly products certified by a third party to encourage green manufacture and procurement throughout the overall supply chain.

Article 5 Business Ethics

I. Business Integrity

Suppliers shall establish a corporate culture of business integrity, comply with the Company's Guidelines for Ethical Corporate Management, and promote a clean, transparent and responsible business philosophy.

II. Fair Business

Suppliers shall not engage in bribery or corruption. Providing/accepting any improper benefits, including money, commissions, rebates, gifts, positions, services, and preferential treatment in any form or name, for/from the personnel of the Company is strictly prohibited. When becoming aware that any employee or personnel of the Company has violated the above regulations, suppliers shall immediately notify the Company of the violator's identity, the manner in which the provision, promise, request, or acceptance was made, and the monetary amount or other improper benefits provided, promised, requested, or accepted. Suppliers shall also provide the Company pertinent evidence and cooperate fully with the investigation.

III. Privacy

Suppliers shall reasonably protect the information of businesses and individuals they do business with to ensure that the privacy of the Company and individuals is not compromised. Without a written consent of the personnel authorized by the Company, suppliers shall not in any form disclose their relationship with the

Company and the brand elements that can only be used after authorization.

Article 6 The Company expects suppliers to comply with the Code in their business operations. If suppliers violate the Code, the Company shall urge them to improve or terminate the business dealings with them, depending on the seriousness of the violation, to implement its corporate social responsibility. The Company also encourages suppliers to report any violations of the Code or misconduct. According to the Company's Regulations Governing the Handling of Reporting Cases, rewards will be given, depending on the seriousness of the violations. The Company expects to work with suppliers to implement corporate social responsibility and achieve mutual sustainability.

Article 7 The Code shall be implemented upon approval of the President, and the same shall apply to subsequent amendments.

**Approval and Revision:**

2018/12/11:Approved Amendment by President