

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 "Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies" and Article 6 of the "Principles for Corporate Social Responsibility" of SinoPac Holdings as the basis for safeguarding employees, partner, Suppliers and customers' human rights.

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 understands and 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. The Company will comply with applicable labor regulations of the jurisdictions where the Company is located.

Article 3 Scope

The Policy applies to the Company and to companies of which the Company directly or indirectly holds more than 50% of the shares or has substantial control.

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

No 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 work areas

To ensure the safety and healthiness of employees, the Company shall provide safe work places with reasonable and legal working hours, is prohibited from forcing labor or using child labor, 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, human trafficking and illegal work rights.

Article 6 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 7 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 8 Human Dignity

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

Article 9 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 10 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 appropriate management methods and procedures, prevents any violations and violations of human rights, and will regularly conduct risk identification, due diligence and promotion within the company, suppliers and customers Human rights risk mitigation and remedial measures to monitor and manage human rights related issues and impacts.

Chapter 4 Supplementary Provisions

Article 11 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 12 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.