

## Ennoconn Human Rights Policy

In order to fulfill Ennoconn's corporate social responsibility and implement human rights protection, Ennoconn respects and supports internationally recognized human rights regulations and principles, including the *Universal Declaration of Human Rights*, the *United Nations Global Covenants*, and the International Labor Organization's *Declaration on Fundamental Principles and Rights at Work*. The company formulates its human rights policy in accordance with the *Code of Conduct of the Alliance for Responsible Business* and the United Nations' *Guiding Principles on Business and Human Rights*. This policy ensures compliance with labor, gender equality, and other related laws and regulations in the regions where Ennoconn operates. It aims to eliminate human rights violations and to ensure that all employees are treated in a reasonable and dignified manner.

*Ennoconn Human Rights Policy* applies to all employees and is expected to be upheld by vendors, contractors, and partners. The contents of the policy are described below:

1. In compliance with applicable laws and regulations, we are committed to providing a safe and healthy working environment.

Description	<p>1. Comply with laws and regulations: Comply with relevant domestic occupational safety and healthy laws and regulations and international standards, and regularly review for compliance.</p> <p>2. Risk Management: Hazard identification and risk management are implemented to achieve the goals of accident prevention and risk reduction.</p> <p>3. Safeguard safety: All employees participate in the implementation of education, training, consultation, communication and other means to enhance the awareness of environmental safety and hygiene of employees, and through the safety settings of the site environment to achieve the protection of worker safety.</p> <p>1. Health Promotion: Through training, publicizing and communication, we will enhance safety and health awareness, and proactively support employees' physical and mental health to enhance their overall well-</p>
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	<p>being.</p> <p>2. Continuous Improvement: Conduct regular monitoring through occupational safety and health management, we will continue to improve occupational safety and health performance and minimize the impact of hazards and risks and minimize the impact of hazards and risks.</p>
Risk Management	<p>1. Establish an Occupational Safety Implementation Team and develop operational standards and procedures for the ISO 45001 Occupational Health and Safety Management System, then implement them accordingly.</p> <p>2. Establish hazard identification and risk assessment procedures to identify factors that may impact the safety of the work environment, and carry out improvement and awareness activities focused on significant issues.</p> <p>3. Regularly implement environmental sanitation and disinfection activities in the work area to ensure hygiene and health for employees in the industrial workplace.</p>
Implementation Procedures	<p>1. To provide a safe working environment, prevent occupational accidents, and safeguard the safety and health of workers, all employees, non-company personnel, and anyone working on company premises must comply with the safety and health regulations and related management procedures. Regular occupational safety, health, and fire safety training, as well as health promotion campaigns, shall be conducted.</p> <p>2. Provide employee training and retraining programs to mitigate the negative impacts of industrial transformation and climate change.</p>

2. Committed to maintaining a workplace free of violence, intimidation, threats, and harassment, while respecting employees' privacy and dignity.

Description	<p>In the course of performing their duties, should an employee suffer unlawful physical or psychological harm resulting from the actions of others—including any form of sexual harassment, sexual abuse, intimidation, bullying, threats, discrimination, physical violence, or other improper conduct—the Company shall duly formulate and implement necessary safety measures to safeguard the physical and mental well-being of its employees. Accordingly, a Prevention Plan for Unlawful Harm in the Execution of Duties has been established to prevent workplace violence and to ensure the effective prevention and management of such incidents.</p>
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Risk Management	Evaluate incidents in which employees are humiliated, threatened, or attacked in a work-related environment that presents an obvious or implied challenge to their safety, well-being, and or health.
Implementation Procedures	Through education, training and public announcements, employees are made aware of their responsibility to assist in preventing unlawful harm in the workplace during the execution of their duties. Additionally, a complaint hotline and channels are provided to help create a friendly and supportive work environment.

### 3. No employment of child labor.

Description	To protect the opportunities for development and growth of teenagers, we do not hire employees under the age of sixteen.
Risk Management	The principle of prohibiting child labor is consistently revealed in the pre-recruitment information sheet and procedure form as mentioned above.
Implementation Procedures	Candidates must provide age-related information on the recruitment form. If the applicant is under sixteen years old, no interview shall be scheduled. Hired employees are required to submit relevant identification documents (such as ID card, driver's license, health insurance card, education certificates, etc.) on the reporting day to verify that they are at least sixteen years old before employment can be confirmed.

### 4. Freedom of choice of occupation, prohibition of forced labor and human trafficking.

Description	<p>1. Employees shall not be subjected to any form of slavery or coercion to perform involuntary labor, including exploitation, threat, coercion, oppression, abduction, or fraudulent means to transport, harbor, recruit, transfer, or accept involuntary persons.</p> <p>2. In order to protect the physical and mental health of employees and their living arrangements, the company shall set up a working hour system and management plan in accordance with local laws and regulations, according to the location of the operation site.</p> <p>3. The weekly working hours should not exceed the maximum limit of the local laws and regulations. In order to meet the operational needs and with the consent of the employees, overtime work shall be arranged in accordance with the laws and regulations, and overtime pay or compensatory time off shall be provided as compensation.</p>
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	4. All work must be voluntary and employees have the right to leave or terminate their employment contracts at any time. In the event of a large number of terminations, a minimum consultation and notice period must be set before termination.
Risk Management	Unit supervisors have the authority and responsibility to monitor and control employee attendance and overtime, to avoid or minimize overtime work, and to comply with overtime laws and regulations in order to balance the physical and mental well-being of employees.
Implementation Procedures	If an employee's accumulated attendance or overtime record is approaching the upper limit of the regulation, the Human Resources Section will remind the employee to work overtime. The Human Resources Section will remind the employees to work overtime and pay overtime according to the record.

5. Eliminate unlawful discrimination and reasonably ensure equal opportunity in employment and promotion opportunities in the workplace.

Description	Company provides an equal and fair work environment and prohibits any form of discriminatory behavior such as race, religion, creed, gender, marital or parental status, age, political affiliation, nationality, disability, sexual orientation, astrological sign, blood type, or other factors that may affect the process and decision-making process in recruiting, hiring, and promotion.
Risk Management	1. Except where required for job performance, unlawful discrimination shall be eliminated starting from the recruitment process. 2. In personnel management, irrelevant personal characteristics shall not be used as criteria for management decisions.
Implementation Procedures	1. Regularly review the distribution of groups such as age and gender to ensure that diversity and equality are maintained when objective factors are equal. 2. Through the establishment of a dedicated hotline and mailbox, a suggestion box for physical employees, and labor-management meetings, we ensure that employees can reflect their problems at any time. 3. The annual Sustainability Report on the official website discloses the results of each assessment item.

6. Respect the freedom of association of employees and the right to collective bargaining.

Description	<p>1. Company respects the human rights of employees, who are free to form associations in accordance with the law and set up diversified societies, and actively promotes the participation of colleagues in these societies.</p> <p>2. To protect employee well-being, an Employee Welfare Committee (EWC) has been established, with employee representative members selected in accordance with the law to ensure the protection of employee rights.</p>
Risk Management	<p>1. Labor-management meetings are held quarterly in accordance with the law, and minutes of the meetings are recorded and kept for inspection by the competent authorities to ensure that communication between labor and management takes place as scheduled.</p> <p>2. Welfare committee meetings are held regularly to ensure the implementation of employee welfare.</p> <p>3. Employee issues raised through employee opinion channels are received and handled confidentially by the Management Department, which will communicate and coordinate with relevant units or employees depending on the content of the issue.</p>
Implementation Procedures	<p>In order to protect employees' human rights, create a win-win labor-management system, establish a two-way communication channel between labor and management, and provide employees with sound labor-management relations, we hold regular labor-management meetings in accordance with the <b><i>Labor Standards Act</i></b> and the <b><i>Labor-Management Conferences and Conferences Implementation Regulations</i></b>, where labor-management conferences are held, and representatives of the labor side selected by the employees conduct labor-management negotiations on issues related to the company's operations and the employees.</p>

7. Commitment to Equal Pay for Equal Work and Enhancement of Employee Benefits.

Description	<p>1. Employees shall be paid for their work in accordance with local regulations, including minimum wage, legal benefits such as overtime pay, etc. There shall be no difference in compensation based on nationality, color, age, gender, sexual orientation, race, physical or mental disability, pregnancy, beliefs, political affiliation, community membership, or marital status of the employee.</p>
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	<p>2. Pay employees immediately in accordance with applicable local laws.</p> <p>3. The payroll is in compliance with applicable laws and above the minimum wage as compared to the starting salary of new employees in the year.</p> <p>4. Improve and provide a variety of employee benefits, such as: bonuses, allowances, paid leave (annual leave, family care leave), training and health examination subsidies.</p>
Risk Management	<p>1. Salary miscalculation, which affects employees' trust, goodwill, and litigation issues.</p> <p>2. Failure to pay wages in accordance with relevant laws and regulations or to adjust wages in accordance with the latest laws and regulations.</p> <p>3. Non-transparent salary information and other welfare policies, affecting employee satisfaction.</p>
Implementation Procedures	<p>1. To formulate a payroll management system and revise it regularly in accordance with the law, monitor the wage gap between men and women, and realize equal pay for men and women.</p> <p>2. To set wages in accordance with the meaning of living wage, which is better than the statutory minimum wage: employees' wages are composed of basic salary, meal expenses, performance bonuses, and allowances, etc. Annual salary adjustments are made according to the operating conditions to ensure that sufficient wages are paid to meet the budgets and quality of living expenses of employees in terms of food, clothing, housing, transportation, education and recreation.</p> <p>3. The annual Sustainability Report reveals the salary information of "full-time employees not in supervisory positions."</p> <p>4. System records ensure that employees utilize benefits such as paid annual leave, paid family care leave, and volunteer leave.</p> <p>5. Annual salary adjustments are based on industry salary levels and relevant market information.</p>

Chairman of Ennoconn Corporation

