

Corporate Social Responsibility and Labor & Human Rights Policy

1. Purpose

To fulfill our corporate social responsibility, the Company is committed to complying with applicable laws and regulations, ethical business standards, and internationally recognized labor and human rights principles. We respect and protect the fundamental rights of workers, provide a safe, healthy, fair, and respectful working environment, and continuously promote employee well-being and sustainable business practices.

2. Our Commitments

(1) Respect for Human Rights and Equal Employment Opportunity

The Company respects the fundamental human rights of all workers and prohibits all forms of discrimination, harassment, bullying, humiliation, violence, or other inhumane treatment. We are committed to providing equal employment opportunities without unfair treatment based on gender, age, race, nationality, religion, disability, or any other status protected by applicable law.

(2) Fair Labor Conditions and Prohibition of Forced Labor

The Company provides reasonable working hours, rest periods, leave, wages, and benefits in accordance with applicable laws and protects the lawful rights and interests of workers. All forms of forced labor, bonded labor, involuntary labor, or practices that unlawfully restrict workers' freedom are strictly prohibited.

(3) Prohibition of Child Labor and Prison Labor

The Company does not employ child labor or prison labor and requires its suppliers and business partners to refrain from using child labor, forced labor, or any other form of labor that violates fundamental human rights.

(4) Freedom of Association and Collective Bargaining

The Company respects workers' lawful rights to freely associate, to join or refrain from joining labor organizations, and to engage in collective bargaining. Appropriate labor-management communication mechanisms are maintained to promote constructive dialogue.

(5) Employee Health and Work-Life Balance

The Company continuously promotes occupational safety and health, health promotion programs, and employee care initiatives to safeguard employees' physical and mental well-being and support a healthy work-life balance.

(6) Business Integrity and Prevention of Conflicts of Interest

The Company conducts all business activities with integrity, honesty, and fairness. Employees are prohibited from using their positions or business relationships to obtain improper benefits, and appropriate mechanisms are established to prevent and manage conflicts of interest.

(7) Communication and Information Disclosure

The Company maintains appropriate internal and external communication channels. Where significant operational changes may materially affect the rights or interests of employees or other stakeholders, necessary information will be provided in a timely manner in accordance with applicable laws and Company requirements to promote transparency and protect stakeholder interests.