

HONG TAI ELECTRICAL INDUSTRIAL CO., LTD

Human Rights Policy Statement

To fulfill corporate social responsibility and to safeguard and protect fundamental human rights, the Company supports and follows internationally recognized standards, including the Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labour Conventions. The Company is committed to ensuring that every individual inside and outside the organization is treated fairly and with dignity. Accordingly, this Human Rights Policy is hereby established.

This policy applies to all employees of the Company and its subsidiaries. Within reasonable and feasible scope, it also extends to customers, suppliers, contractors, and the local communities where the Company operates.

The Human Rights Policy is supervised and implemented by the Company's Administration and Service Division, which is responsible for ensuring that any actions violating human rights principles are properly investigated. The Human Rights Policy is therefore established as follows:

- Comply with relevant labor laws to protect employees' legal rights and respect internationally recognized principles of basic labor rights. There shall be no actions that harm the fundamental rights of workers.
- Ensure that we, our business partners, and suppliers do not use child labor, engage in employment or job discrimination, or use forced labor or corporal punishment in our operations.
- Embrace the diversity of all employees, including gender, skin color, race, ethnicity, nationality, beliefs, political affiliation, age, marital status, family status, sexual orientation, appearance, disabilities, pregnancy, and military service status.
- Ensure that employment, compensation and benefits, education and training, evaluations, promotions, etc., are carried out according to company policies, creating an environment of equal opportunity, non-discrimination, and harassment-free workplace.
- Comply with personal data protection laws, obtaining and using personal information under strict control standards and protective measures to safeguard the privacy rights of employees and all stakeholders.
- Hold regular labor-management meetings to ensure open communication channels between labor and management. Provide effective and appropriate grievance mechanisms to protect employees' fundamental rights.
- Enforce labor safety and health regulations, conduct regular employee health checks, and establish a healthy and safe workplace.

Specific Measures for Human Rights Protection

- The company promotes its human rights policies during the education and training of new employees, including prohibitions against harming workers, prohibitions against child labor, prevention of sexual harassment, anti-discrimination, and inclusion of diversity .
- The organization has established workplace sexual harassment prevention measures, complaint and disciplinary guidelines, and a written declaration prohibiting workplace sexual harassment. It has also established a " Sexual Harassment Complaint Investigation Committee " and ensures gender diversity among committee members and smooth complaint channels. There were 0 complaints in 2025. In 2025, in accordance with relevant laws, the organization conducted sexual harassment prevention education and training for directors, managers, and supervisors, explaining the forms of sexual harassment, responsibilities, handling procedures, and methods , etc. A written declaration on preventing workplace misconduct has also been established, and important concepts for preventing workplace misconduct have been explained to supervisors.
- Doctors and nurses are regularly invited to the factory to provide consultations for employees. In 2025 , 158 employees received consultations. Regular general and special health checkups are provided to employees at the company's expense to safeguard their health. In 2025 , 198 employees received general health checkups and 10 received special health checkups.
- We have established diverse communication channels and streamlined complaint channels, allowing employees to communicate with the company immediately. In case of any illegal activities, employees can also report them directly to the Audit Department or the General Manager's Office according to the company's reporting guidelines. Furthermore, in 2025 , all factories held a total of 8 labor-management meetings to discuss labor-management related issues.
- In accordance with regulations and tailored to different work tasks, we establish education and training programs to provide various safety training programs. For example, annual education content may include: safety and health education and training, fire safety training, first aid personnel training , etc.
- Regularly inspect hazardous facilities and equipment, appoint management personnel for relevant operations, and have supervisors conduct annual occupational safety assessments to ensure a safe working environment for colleagues.
- Implement a vacation system and encourage colleagues to pay attention to work-life balance.
- 2025 , the number of hours of education and training related to human rights protection (including courses on human rights policy

advocacy, occupational safety education, health management and mental health, prevention of sexual harassment, workplace misconduct , etc.) was 31 sessions, with a total of 565 participants and approximately 970 hours.