

Employment and Labor Management Policy

The Company recognizes that employees are valuable resources and a core driving force for the organization's development toward sustainable growth. The Company therefore gives priority to fair labor treatment, while also valuing diversity and providing equal and fair employment opportunities for underprivileged groups in accordance with international human rights principles, including the Universal Declaration of Human Rights (UDHR) and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, as well as the labor laws applicable in the countries where the Company operates. Accordingly, the Company has established this Employment and Labor Management Policy for acknowledgment and implementation by all internal work units, as outlined below:

1. The Company complies with applicable labor laws, relevant legal and regulatory standards, and its internal rules and regulations relating to employment and recruitment practices. Job positions shall be determined based on operational necessity and job suitability.
2. The Company recognizes and prioritizes the employment of labor from local communities where its offices or service locations are situated. Employment shall uphold the principles of equality for all groups, including underprivileged groups, on an inclusive basis. The Company also supports projects that contribute to addressing youth unemployment and training programs that equip youth individuals with work-readiness skills.
3. Employees, whether employed or recruited, shall possess appropriate educational qualifications, skills, knowledge, capabilities, or experience consistent with the respective job position. Equal opportunities shall be provided to both external candidates and/or the Company's internal personnel to undergo fair recruitment and selection processes.
4. The Company upholds human rights principles in all labor-related practices, ensuring equality, fairness, and non-discrimination. Employment shall be voluntary. The Company prohibits all forms of threats, harassment, or abuse, whether physical or psychological. The Company shall not employ child labor below the legal minimum age, nor shall it use illegal or forced labor in any form. Furthermore, the Company does not support human trafficking under any circumstances.

5. Working hours shall be appropriately determined by the Company based on the requirements of each position and the nature of work, including regular working hours, work on holidays, and overtime, ensuring that working hours do not exceed the limits stipulated by law.
6. The Company ensures employees' equal access to essential job-related training and promotes employee advancement through continuous personnel training and development programs that are intended to enhance their knowledge, capabilities, skills, and expertise appropriate to their roles.
7. The Company maintains a proper and conducive work environment and promotes occupational health and safety. It also fosters constructive relationships and participatory engagement among employees, contractors, and stakeholders operating within the Company's scope of responsibility.
8. The Company provides employees with equitable and fair compensation aligned with the nature of work, business growth, and performance evaluations. Compensation shall not be lower than the statutory minimum wage. The Company is committed to offering wage rates above the statutory minimum wage to attract and retain high-potential employees within the organization, as well as supporting employees in maintaining a proper quality of life and caring for their families through welfare programs and benefits, such as medical expense coverage and a provident fund as a voluntary savings scheme.
9. The Company has established a Welfare Committee elected by employees to collect employees' feedback or suggestions on welfare matters. Appropriate communication channels are also provided for employees, contractors, and relevant stakeholders to express opinions or submit complaints. An effective process for complaint handling and remedy shall be in place to ensure proper resolution.