



中國信託
CTBC

CTBC Financial Holding Co., Ltd. Human Rights Policy

V 3.0

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The Level and the Approval Authority of The Policy

Version	Updated By	Revision Rationale	Effective Date	Announcement Memorandum Ref No.
1.0	General Administration Department	First edition	107.04.27	Ref No. 1074238200036
2.0	Human Resources Management Department	Revise article 1-8	113.08.09	Ref No. 1133263720038
3.0	Human Resources Management Department	Revise article 1-5	114.08.22	Ref No. 1144263720078

Article 1 Purpose

CTBC Financial Holding Co., Ltd. and its subsidiaries (hereinafter, “the Company”) strictly comply with the laws and regulations of the jurisdictions where they operate, and recognize and support the human rights protection principles set forth in international conventions such as the Universal Declaration of Human Rights, the U.N. Global Compact, the Children’s Rights and Business Principles, the U.N. Guiding Principles on Business and Human Rights, and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work. To fulfill these commitments and fully embody our responsibility to respect and protect human rights, this Policy is established.

Article 2 Scope and Applicability

This Policy applies to the Company’s operating activities and new business activities (e.g., mergers, acquisitions, and joint ventures).

All stakeholders and partners, including employees, customers, suppliers, contractors, and business partners, are also called on to jointly uphold the spirit and core principles of this Policy.

Article 3 Human Rights Risk Assessment

The Company shall periodically identify the human rights risks to stakeholders, propose mitigation and compensation measures, and publicly disclose the results of such efforts. Stakeholders include employees, indigenous peoples, local communities, children, and other groups at high risk of human rights violations.

Article 4 Workplace Human Rights Protection

The Company is dedicated to maintaining a diverse, transparent, equal, and harassment-free workplace, and having zero tolerance for any action or behavior that violates human rights, including human trafficking, child labor, and all forms of forced labor. The Company complies with applicable regulations for working hours (including limits on regular and overtime hours) and wages in all countries of operation, pays fair living wages on time, and provides legally compliant leave and attendance systems to ensure full salary payment during periods of statutory special leave.

In the event of mass layoffs, the Company pledges to comply with relevant labor laws in each jurisdiction, such as Taiwan’s Act for Worker Protection of Mass Redundancy. It shall notify



competent authorities and relevant units or individuals of the layoff plans within the legally prescribed timeframe, and shall engage in consultation with employees.

The Company also strictly prohibits any discrimination or bias due to a person's gender, sexual orientation, race, socioeconomic status, age, marital status, language, ideology, religion, party affiliation, ancestry, birthplace, appearance, facial features, mental or physical disability, or union membership in order to ensure equality and fairness in employment, employment conditions, salary, benefits, training, evaluations, and promotion opportunities. The Company also upholds the principle of equal pay for equal work.

In addition, the Company provides diverse and secure reporting channels to protect the legal rights and interests of employees.

Article 5 Healthy and Safe Workplace

Regarding the promotion of a healthy and safe workplace, the Company is committed to maintaining a healthy, safe, and comfortable working environment and complying with all labor laws and regulations as follows:

1. Providing a healthy and safe working environment together with necessary health and first-aid equipment to eliminate potential hazards that may affect employees' health and safety and reduce the risk of occupational accidents.
2. Comprehensively caring for employees' mental and physical well-being, including by actively monitoring and managing abnormal workloads (e.g., by using the HR system to track irregular working hours and regularly notifying employees and their direct supervisors), preventing excessive overtime, conducting regular occupational health and safety training and free health examinations, and continually organizing various health promotion activities.
3. Providing employees with health promotion information through on-site physician services and medical recommendations.

Article 6 Freedom of Association

The Company respects the employees' rights of establishing and participating in community associations and/or organizations. In regards to communication between employee and employer, multiple communication channels and platforms are in place and employer/employee meetings are regularly convened to ensure harmony and win-win relationship of both parties.



Article 7 Privacy and Information Security protection

In order to completely protect the privacy of all customers, employees and stakeholders, the Company has established a comprehensive privacy and information security protection mechanism complying with strict control practices and protective measures.

Article 8 The Level and the Approval Authority of The Policy

1. This Policy is a first-level document.
2. This Policy shall become effective upon approval at the Board of Directors meeting. The same shall apply to revisions thereof.