

SinoPac Financial Holdings Company Limited

Human rights policy

- Not in response to external regulations
- In response to external regulations

Formulation Unit: Human Resources Division Approval Unit: Board of Directors

Chapter I. General Principles

Article I. Basis

To fulfill the corporate responsibility for protecting human rights, the Policy is formulated in accordance with Article 18 of the "Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies" and Article 6 of the "Principles for Corporate Social Responsibility" of SinoPac Holdings as the basis for safeguarding employees' human rights.

Matters regulated by the Policy, such as those added or amended because of relevant external laws and regulations, shall be handled in accordance with added or amended external provisions.

Chapter II. Matters by which the Company is regulated

Article II. Purpose of the Policy

The Company recognizes and supports the principles promulgated in international human rights conventions, including the "Universal Declaration of Human Rights" adopted by the UN, "The UN Guiding Principles on Business and Human Rights," "The United Nations Global Compact," and "International Labor Organization conventions," as well as adhering to relevant labor regulations where the Company is located.

Article III. Scope

The Policy applies to the Company and to companies of which the Company holds more than 50% of the shares directly or indirectly or has substantive control.

The Company shall select businesses that meet the spirit and basic principles of the Policy as business partners and suppliers.

Article IV. Respect for human rights in the workplace

There is to be no improper treatment or discrimination on the grounds of gender, race, social class, age, marriage, language, religion, partisanship, nationality, appearance, family status, sexual orientation, physical and mental disabilities, or former union membership. The Company complies with labor laws and regulations where the business is located, establishes appropriate management methods and procedures

to prevent any infringement and violations of human rights, and establishes human rights due diligence procedures and promotes human rights risk mitigation measures, as well as monitoring and measuring human rights-related issues and impacts on a regular basis.

Article V. Safe and healthy work areas

The Company safeguards employees' safety and health, provides safe work areas and reasonable and legal working hours, prohibits forced labor and use of child labor, reviews employee health and safety risks regularly, and undertakes improvement projects based on identified results.

Article VI. Freedom of association

The Company respects employees' rights to organize and join various clubs and organizations and provides a variety of communication mechanisms and platforms to ensure harmonious and win-win labor-management relations.

Chapter III. Supplementary Provisions

Article VII. Review

Attention shall be paid to the development of human rights policies adopted by enterprises at home and abroad and changes in the business environment, and the Policy shall be reviewed and improved accordingly.

Article VIII. Formulation and amendment

The Policy is to be implemented after approval by the Board of Directors via resolution, and the same shall apply when an amendment is made.

Adopted on December 21, 2018 by the Sixth Board of Directors at its Twelfth Meeting of 2018.