

## Human Rights and Social Responsibilities Policy

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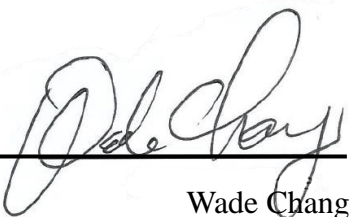
As a corporate citizen in the electronics industry, Coretronic agrees to not only comply with the RBA Code of Conduct and SA8000 Standard, as well as recognize and observe various international human rights conventions, such as the Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the International Labor Organization, but also eliminate any infringement or violation of human rights and clearly set out our commitment to fair and equal treatment and respect for workers while abiding by the relevant laws and regulations promulgated by the government.

Aside from conforming to local laws and regulations related to labor and gender equality at work in regions where our operations are located, we have also formulated human rights protection and labor policies, as well as implement related measures. We continue to promote human rights & social responsibilities policies, practices, and principles, ensure that all our employees are aware of human rights through the signing of the human rights code, and bolster their literacy in various areas so that they are able to cope with different challenges in a reasonable manner.

1. No child labor under the age of 16 was used. If child labor is identified, assistance/remediation shall be provided. At the same time, we ensure that workers under the age of 18 (Young Workers) do not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. We have proper management plan of student workers.
2. Forced labor in any form, including but not limited to, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. Meanwhile, unreasonable restrictions on workers' freedom of movement and holding workers' identity or immigration documents are strictly prohibited.
3. We value occupational safety, and strengthen training and propaganda. Establish proper emergency injury handling measures, strengthen worker's protection programs to prevent from work injuries, maintain employee health. Regularly update and review regulations related to occupational safety and environmental protection, and continuously improve.
4. Respect the right of all employees to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Employees and/or their representatives should be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.
5. We commit to a workplace free of harassment and unlawful discrimination, and harsh or inhumane treatment of employees are strictly prohibited. We commit to creating a diverse workplace. We do not engage in

discrimination or harassment based on ethnicity, class, language, thought, religion, political party, place of origin, place of birth, gender, sexual orientation, age, marital status, appearance, facial features, physical or mental disability, horoscope, blood type, nationality, regional or social origin, family responsibilities, union membership, political opinions, race, color, gender identity or expression, disability, pregnancy, political affiliation, covered veteran status, protected genetic information or past membership in any labor union in hiring and employment practices, and causing unfair situation. Meanwhile, we provide employees with appropriate places to conduct religious activities.

6. We treat all employee with dignity and respect. We do not engage in or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of employee. No harsh or inhumane treatment is allowed.
7. Working hours complies with applicable laws, and overtime hours shall not exceed 12 hours per week except in emergency or unusual situations. All overtime shall be voluntary. Workers shall be allowed at least one day off every seven days.
8. Wages shall meet the living needs and in compliance with all applicable wage laws. All employees should receive equal pay for equal work and qualifications. Deductions from wages as a disciplinary measure are not be permitted.
9. We have established a series of communication channels to receive opinions from stakeholders. At the same time, a Social Performance Team (SPT) is established to conduct regular risk assessment and internal control management to promote continuous improvement of the management system.
10. We conduct due diligence on suppliers/subcontractors, private employment agencies and sub-suppliers' compliance with the SA8000 Standard to fulfil the requirement of social responsibility.



Wade Chang  
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