

Taiwan Cooperative Financial Holding Co., Ltd. Human Rights Policy

Adopted at the 31st meeting of the 3rd Board of
Directors on December 30, 2019 Adopted at the
21st meeting of the 4th Board of Directors on
March 14, 2022

Article 1 (Purpose)

Taiwan Cooperative Financial Holding Co., Ltd. (the Company) identifies with and adheres to international regulations governing human rights protection, including the Universal Declaration of Human Rights, United Nations Global Compact, and International Labour Convention, to maintain and protect the fundamental human rights as part of its corporate social responsibility. The Human Rights Policy is thereby formulated to manifest the Company's responsibility to value and protect human rights.

Unless otherwise provided by law, the Human Rights Policy shall apply to subsidiaries and other companies or legal entities directly or indirectly controlled by the Company.

Article 2 (Compliance with Labor Laws)

The Company adheres to the labor laws and regulations of the places it operates, including the Act of Gender Equality in Employment, and prohibits human trafficking, child labor, any form of discrimination, violations of freedom of association, and forced labor of any kind.

Article 3 (Diversity and Equality in the Workplace)

Committed to implementing diversity in the workplace, the

Company does not treat employees differently or discriminate in any form based on race, class, language, thought, religion, political party, national origin, place of birth, gender, sexual orientation, age, marital status, appearance, sensitivity, disability, constellation, blood type, or previous trade union membership. The Company strives to provide employees with a safe, harassment-free work environment that encourages dignity and equality.

In terms of pay, the Company does not treat employees differently based on their gender or sexual orientation; that is, employees receive equal pay for equal work or work of equal value. However, pay may vary from employee to employee on the basis of seniority, rewards and punishments, performances, or other factors other than gender or sexual orientation.

Article 4 (Provision of A Healthy and Safe Workplace)

In accordance with the laws and regulations in respect of occupational safety and health, the Company continuously improves safety and health in the workplace and reduces the risk of occupational hazards, so as to provide employees with a safe and healthy work environment.

Article 5 (Freedom of Association and Promotion of Labor-management Relations)

The Company values the freedom of association of every employee. To protect and enhance the rights and interests of employees, the Company maintains two-way communication between labor and management through collective bargaining

and labor-management meetings.

Article 6 (Privacy Protection)

The Company protects the privacy of employees, customers, and other stakeholders and ensures that their personal data are collected, processed, and used in accordance with laws and regulations.

Article 7 (Propaganda)

The Human Rights Policy not only binds the Company to fulfill its corporate social responsibility and human rights protection, but requests the Company's suppliers, partners, and customers to live up to the same standard and attach great importance to human rights issues and risk management.

Article 8 (Implementation and Amendment)

The Human Rights Policy, and any amendments thereafter, shall come into effect upon its adoption by the Board of Directors.