

Taiwan Cooperative Financial Holding Co., Ltd.

Human Rights Statement

For the purpose of business compliance, Taiwan Cooperative Financial Holding Co., Ltd. (the Company) identifies with and adheres to the international principles of human rights protection, including the Universal Declaration of Human Rights, United Nations Global Compact, and International Labour Convention, as well as local laws and regulations governing human rights and labor, to maintain and protect the fundamental human rights as part of its corporate social responsibility.

The Company's human rights policy applies to subsidiaries and other companies or legal entities directly or indirectly controlled by the Company. 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.

The Company's human rights policy encompasses the protection of human rights in the workplace, workplace diversity, implementation of equal pay for equal work regardless of gender and sexual orientation, provision of a healthy and safe workplace, freedom of association, promotion of labor-management relations, and personal data protection. The Company prohibits child labor, human trafficking, forced labor of any kind, and other human rights violations. 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.

Committed to building a workplace that encourages diversity and equality, the Company ensures that all employees and job applicants are free from any form of discrimination and harassment and holds zero tolerance for the aforementioned behaviors.

President