

Chailease Holding Company Human Rights Policy

Confidential Document of Chailease Holding Company

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Chailease Holding Company and all its subsidiaries (hereinafter collectively referred to as “Chailease”), for the purpose of safeguarding the fundamental human rights of employees, abiding by all applicable labor laws and regulations, and maintaining the legitimate rights of employees, undertake to support and comply with international human rights conventions, including the “United Nations Universal Declaration on Human Rights,” the “United Nations International Labor Organization Declaration on Fundamental Principles and Rights at Work,” and the “United Nations Guiding Principles on Business and Human Rights.” Moreover, Chailease takes the initiative to respect and support the principles set forth in the United Nations Global Compact, including, but not limited to, Principle One (“Business should support and respect the protection of internationally proclaimed human rights”) and Principle Two (“Business should make sure that they are not complicit in human rights abuses”) . Chailease manifests support to the international human rights conventions mentioned above in the following enumerated human rights policy, as well as undertakings toward its employees, suppliers, contractors, clients, joint venture partners, non-profit organizations, business partners and the community (hereinafter collectively referred to as “interested parties”).

In addition to supporting and respecting the following enumerated human rights policy, Chailease refuses to provide assistance in any forms to human rights abuses. Besides formulating internal proposals with a view to furthering the following enumerated human rights policy, Chailease requires its clients and suppliers to adhere to the same policy:

1. Safeguard on Labor Rights

Chailease strives to abide by applicable labor laws and regulations in places where it operates, affording employees a dignified, safe, and healthy work environment, including maintaining the physical and mental health of employees, strictly prohibiting forced labor of any forms, refusing to employ workers under age 16, and conducting periodic examination, monitoring, and education.

Chailease strives to uphold labor rights across all of its operational locations by taking measures including, but not limited to, providing employees with living wages that are appropriate or exceed to the estimated cost of living, complying with applicable regulations on maximum working hours to prevent or mitigate excessive working hours, adhering to legal notice periods for mass terminations as required by applicable regulations, ensuring equal remuneration for equal works regardless of gender, and offering leave policies that surpass statutory requirements(including paid annual leave).

2. Opposition on Discrimination of any forms

Chailease strives to ensure fairness on the mechanism determining the salary and promotion of employees, so that they are not discriminated, harassed, or treated unfairly due to their ethnicities, nationalities, genders, sexual orientation, complexions, rankings, marriages, languages, ideologies, religions, ages, political leanings, subsidies received and other traits.

Chailease strives to ensure all the contracts it enters into with clients to provide financing services are based on the principles of fairness and

reasonableness, equality and reciprocity and good faith, so that its clients are not discriminated, harassed, or treated unfairly due to their ethnicities, nationalities, genders, sexual orientation, complexions, rankings, marriages, languages, ideologies, religions, ages, political leanings, subsidies received and other traits.

Chailease strives to ensure all its suppliers, joint venture partners, non-profit organizations, or other business partners that it has cooperative relationship with are not involved in any forms of discrimination, harassment, or other unfair treatment, nor involved in human trafficking, forced labor of any forms and employment of workers under age 16.

3. Provision of Safe and Healthy Work Environment

Since employees are one of the most valuable assets of Chailease, a safe and healthy work environment is crucial to employee loyalty, work efficiency, and the morale for team-working. As such, Chailease strives to foster a safe and healthy work environment, including, but not limited to, complying with all work-related safety laws and regulations, conducting educations relating to labor safety, adopting measures designed to care for the physical and mental well-being of employees, maintaining a balanced life of employees between work and family, and taking actions to encourage employees to engage in leisure activities off-work.

4. Efficient and Transparent Communication Channel

Chailease strives to maintain an efficient and transparent communication channel for employees' complaint and care, including, but not limited to, holding periodic labor-management meeting, establishing mechanism with timely response for employee complaint filing and proposal submission. Interested parties of Chailease should also be afforded the same level of communication channel for their suggestions.

5. Respect of Freedom of Association

Chailease respects the employees' freedom of association and participation in various organizations, providing proper diversified activities to enhance the work-life balance of the employees as well as diversified communication channels between the employer and employees to ensure the harmonious labor relationship.

Human rights risk due diligence investigation

In view of international human rights trends, Chailease establishes human rights risk due diligence process, identifies actual and potential human rights risks regularly, and conduct risk assessment work. The issues include but not limited to discrimination, diversity and inclusion, occupational safety and health, personal data privacy protection, forced labor, freedom of assembly and association; identify the affected category, including employees, customers, joint venture partners, suppliers; the group surveyed includes employees, women, children, indigenous peoples, migrant workers, third-party contracted workers and local communities. The implement risk mitigation and remediation measures shall base on risk assessment results, and track continuously, in order to control and reduce human rights risks effectively.

All Chailease' subsidiaries shall abide by and implement the human rights policy enumerated above, establish relevant regulations and code of conduct with regard to the opposition to discrimination of any forms, forced labor and employment of workers under age 16, and conduct periodic examination, monitoring and education to fulfill the spirits and basic principles of this human rights policy.

Chailease strives to abide by applicable labor laws and regulations in places where it operates, including, but not limited to, the Republic of China (Taiwan) "Employment Service Act," "Labor Standards Act," "Act for Worker Protection of Mass Redundancy," "Act of Gender Equality in Employment," "Sexual Harassment Prevention Act," and "Occupational Safety and Health Act"; and, with best effort, to establish an effective monitoring mechanism and procedure to eliminate any behaviors infringing human rights, so that all interested parties of Chailease may be treated in a fair and dignified way. Moreover, Chailease undertakes to work with all interested parties with a view to strengthening and improving the management of human rights related matters, lessening potential risks and impacts, and providing a work environment representing the human rights policy enumerated above.

The Policy and its amendments shall be approved by the Board of Directors.