

## Human Rights Policy

Please refer to the company's website under the [Governance Section/Annual Shareholders' Meeting Report] for the summary of the implementation progress of the project item "4. Social Issues" under "(5) Implementation of Sustainable Development," specifically the question "(1) Has the company established relevant management policies and procedures in accordance with relevant regulations and international human rights conventions?"

Our company agrees with and voluntarily adheres to internationally recognized human rights standards such as the "United Nations Universal Declaration of Human Rights," "United Nations Guiding Principles on Business and Human Rights," and the "International Labour Organization." We also comply with labor laws in the locations where we operate. Internal employee feedback/complaint email inboxes are set up at each access control point. The key points of our human rights policy include adopting the "[Yung Chi Paint & Varnish MFG.CO.,LTD](#) Human Rights Management Policy," which respects the protections outlined in human rights conventions, publishing this policy on the corporate website, and setting up internal employee feedback/complaint email inboxes at each access control point.

We regularly reviews our operations, value chain, new business activities (such as mergers and joint ventures), and other relevant activities through monitoring significant social issues, data monitoring, and surveys. This helps identify and assess vulnerable groups and potential human rights risks. Based on the identified risks, we develop human rights improve plans and continuously monitor and execute.

**Summary of our company's human rights management policy and specific initiatives is shown below:**

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Human Rights Management Policy	Specific Initiatives
Training on Human Rights Protection	In August 2024, human rights protection training was conducted with a total of 613 participants, representing 95% of the total domestic workforce. All participants successfully completed the post-training assessment. Moving forward, the company will continue to focus on human rights protection issues and promote related training to raise awareness and reduce the likelihood of human rights risks.
Prohibition of Forced Labor, Strict Compliance with Local Government Labor Laws	The company enforces its leave policies and encourages employees to maintain a work-life balance. QR codes for submitting complaints are available at all access control points for easy scanning and submission.
Inclusion of Human Rights Clauses in Supplier Contracts and Implementation of On-Site Audits	Every supplier is provided with the "Yung Chi Paint & Varnish MFG.CO.,LTD Supplier Code of Conduct" to ensure that they comply with labor, health and safety, environmental, ethical, and management system standards. Suppliers are required to sign and return an agreement declaring their acceptance and commitment to these principles. As of August 2024, a total of 111 agreements have been signed and returned, representing 81% of all suppliers, with three on-site evaluations conducted.
Assisting Employees in Maintaining Physical and Mental Health, and Work-Life Balance	The total break time in the morning, noon, and afternoon amounts to 1.3 hours, providing employees with sufficient time to rest.

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Providing a Safe and Healthy Work  
Environment

Refer to the company's Occupational Safety Team's guidelines for "Workplace and Employee Safety Protection Measures" for detailed instructions.

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