



Human Rights Policy

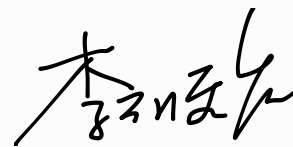
Taiwan Truewin Technology Co., Ltd firmly believes that respecting human rights and and fostering a dignified and inclusive work environment are of vital importance. The company is committed to supporting and adhere to fundamental human rights principles, including the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Ten Principles of the United Nations Global Compact (UNGC), and the ILO Declaration on Fundamental Principles and Rights at Work, as well as all applicable laws and regulations in the locations where we operate.

Taiwan Truewin Technology Co., Ltd has established a human rights policy to protect current employees (including contractors and temporary personnel), and we also expect all our suppliers and vendors to abide by the following principles to safeguard human rights:

1. To provide a safe and healthy working environment, as well as necessary health and first-aid measures; eliminate potential hazards in the workplace that may affect employees' health and safety, and reduce the risk of occupational accidents and injuries.
2. To forbids all forms of child labor, human trafficking, and forced labor.
3. To respect all employees' freedom to choose their career paths. Employees shall not be required to pay any fees or deposits, or incur any debt, in connection with their employment relationship.

4. To Comply with all applicable wage and working-hour laws and regulations; pay fair living wages on time; provide a leave and attendance management system in compliance with applicable laws and regulations; and ensure freedom of employment.
5. To ensure equal labor rights regardless of nationality, race, social class, language, ideology, religion, political affiliation, place of ancestry, place of birth, gender, sexual orientation, age, marital status, appearance, facial features, or physical or mental disabilities; prohibit all forms of unlawful discrimination, ensure equal opportunities in recruitment and promotion, and foster a diverse and inclusive workplace.
6. To respect employees' right of privacy and freedom of association.
7. Taiwan Truewin Technology Co., Ltd shall abide by the laws and regulations related to the protection of personal data, ensuring that the collection, processing, and use of personal data comply with the laws and regulations to protect and safeguard the rights and interests of personal data.
8. Regularly review and assess relevant human rights systems and practices; establish grievance channels and make every effort to protect the safety and rights of individuals who file complaints.

Chairman



September, 2026