

Primax Human Rights Management

We firmly believe that human rights protection is a fundamental cornerstone of sustainable business operations. In order to ensure that every employee is treated fairly and with respect, we adhere to internationally recognized human rights conventions, formulate human rights commitments and implementation policies, and ensure through human rights assessments and management that the operations of the Primax Group do not engage in any actions that violate or infringe upon human rights. This is to safeguard the rights and interests of employees and value chain partners.



To adhere to the principles

- Universal Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- ILO Convention
- RBA (Responsible Business Alliance)
- Social Accountability 8000 International standard
- Modern slavery Statement



Scope of Application

The Human Rights Policy applies to all companies within the group, including all employees and the entire range of operational activities. It also requires suppliers, subcontractors, contractors, customers, and other value chain partners to adhere to the same standards.



Commitment and Policies

We commit to building a diverse, equal, inclusive, and belonging organizational culture through two major pillars: Talent Development and Creating a Healthy and Safe Workplace. In terms of talent development, we aim to achieve diverse growth and inclusive development through talent declarations, leadership succession, and talent development mechanisms. In the area of a healthy and safe workplace, we continually enhance the employee experience, promote health awareness and activities, and provide a family-friendly environment, enabling our employees to feel equality and a sense of belonging in their workplace. Primax pledges to comply with human rights protection laws and regulations in all locations where the company operates globally. We diligently fulfill our responsibilities to prevent any involvement with or contribution to human rights violations by third parties and adhere to the following principles to foster a corporate culture of equality, respect, care, safety, and security. Moreover, we supervise value chain partners to jointly safeguard human rights.

- Implementing Employment Freedom and Equal Treatment
- Prohibiting Forced Labor
- Prohibiting Child Labor
- Creating a Diverse, Inclusive, Non-Discriminatory, Harassment-Free, and Humanitarian Work Environment
- Providing legally compliant compensation and benefits
- Ensuring workplace and accommodation safety and hygiene
- Establishing a human rights system and internal activities to enhance the protection of minority rights
- Actively safeguarding employee health
- Guaranteeing the freedom of association, employee organization, and participation in various community organizations
- Maintaining positive labor-management relations and offering diverse communication platforms to foster an open communication culture



Human Rights Impact and Risk Assessment

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| Scope of Coverage | <p>The policy applies to the entire Primax Group, including all full-time employees, dispatched workers, and on-site workers. It also extends to key suppliers and newly onboarded suppliers.</p> |
| Assessment of Risk Factors | <p>Forced labor, child labor, freedom of association and collective bargaining, equality, non-discrimination.</p> |
| Methods of Risk Investigation | <p>The Social Responsibility Management Team under the Office of the General Manager, in conjunction with the Human Resources Department and Central Factory Affairs Department, forms an investigation team. This team conducts regular annual reviews and assesses whether there have been any incidents and risks of violations. They further evaluate and classify the risks by assigning them appropriate levels.</p> |
| Risk Monitoring and Improvement Measures | <p>For risks rated as moderate or higher, additional notification to relevant departments should be provided, requesting them to propose mitigation or remedial measures, and quarterly checks should be conducted to confirm whether the risk level has decreased.</p> |



Human Rights Issue Management

| issues | management actions |
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| <p>Employment freedom and equal treatment</p> <ul style="list-style-type: none"> • Prohibition of Child labor • Prohibition of Employment Discrimination | <ul style="list-style-type: none"> ● Strict adherence to national laws, industry standards, and customer requirements prohibiting child labor. ● Use of identity verification devices to accurately check authenticity. ● From recruitment interviews to personnel management, train supervisors to establish non-discriminatory qualifications. ● Prohibition of any form of discrimination. ● Assistance in assigning work to colleagues with disabilities and creating an accessible working environment. |
| <p>Prohibition of forced labor</p> <ul style="list-style-type: none"> • Excessive Workload | <ul style="list-style-type: none"> ● Do not use any form of forced, bonded, or involuntary prison labor. ● Prohibit the enslavement or trafficking of labor for exploitative purposes. ● Communicate during recruitment to confirm the willingness of voluntary workers. ● Establish an alert system for abnormal working hours. ● Implement flexible working hours. ● Promote a culture of reasonable working hours. ● Limit the number of overtime hours per month. |
| <p>Diversity and Inclusion</p> <ul style="list-style-type: none"> • Workplace Violence Prevention • Sexual Harassment Protection • Gender/Ethnic Equality | <ul style="list-style-type: none"> ● Conduct annual educational training on the prevention of workplace misconduct for various units. ● Plan for a female-friendly and disability-friendly workplace environment in accordance with government regulations. ● Display posters that prohibit sexual harassment, establish workplace sexual harassment handling procedures, set up a dedicated complaint channel, maintain confidentiality of reporting employees' identities to prevent retaliation. ● Organize Employee Assistance Program (EAP) lectures and various activities to promote gender equality awareness. |
| <p>Positive Labor Relations</p> <ul style="list-style-type: none"> • Freedom of Association • Labor Disputes • Communication Mechanisms | <ul style="list-style-type: none"> ● Hold regular labor-management meetings and welfare committee meetings to discuss labor-management issues, welfare measures, etc. ● Maintain open channels for employee communication and complaints, collect employee feedback regularly, and respond appropriately. ● Provide diverse activities to promote work-life balance among employees. ● Establish club management regulations and encourage colleagues to join clubs. |

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| <p>Health Protection</p> <ul style="list-style-type: none">• Maternity Care• Child Labor Protection• High-Risk Groups | <ul style="list-style-type: none">● Maternity care facilities: Provide lactation rooms.● Diverse family-friendly measures: Childbirth subsidies, childcare subsidies, and contracts with childcare institutions.● Regular medical examinations and health questionnaire surveys in compliance with regulations.● Health management tracking, provide employees with health checkup information, and strengthen health management knowledge.● Offer health management measures such as monitoring, prevention, and subsidies for high-risk health groups.● Design health promotion activities, health education knowledge, and care guidance for different groups.● Review and adjust working hours, frequency, and items as needed. |
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