

Paiho Shih Holdings Corporation

Corporate Social Responsibility Policy

Paiho Shih Holdings Corporation, upholding the principle of fulfilling its social responsibilities, is committed to balancing the interests of all stakeholders during business operations. In the face of globalization, digitalization, urbanization, wealth gaps, and demographic shifts, Paiho Shih has realized that more efforts should be made to fulfill its social responsibilities in key fields including labor rights protection, product stewardship, consumer protection, and poverty alleviation. Accordingly, it has established the following policies to deliver its social responsibilities, thus improving the current state of textile industry.

Paiho Shih is committed to implementing and continuously updating the following policies across the group and its subsidiaries and its supply chain:

1. Paiho Shih upholds the International Labour Organization's *Declaration on Fundamental Principles and Rights at Work*, ensuring the protection of labor rights. To this end, we are committed to safeguarding workers' rights. This includes upholding the freedom of association and collective bargaining, eliminating all forms of forced labor, child labor, human trafficking, discrimination and harassment, and ensuring occupational health and safety.
2. Paiho Shih provides employees with a safe and healthy working environment, necessary training for professional development, as well as working hours, remuneration, and benefits that comply with local laws and regulations at each operational site.
3. Paiho Shih is committed to continuous innovation and the development of high value-added products, assuming full responsibility for any defective products, and valuing feedback from clients and consumers to enhance product quality and service.
4. By upholding intellectual property rights, Paiho Shih is dedicated to advancing human scientific and technological progress, socio-economic development, and global environmental sustainability.
5. Paiho Shih extends its corporate social responsibility framework to include its suppliers, requiring them to align with these principles.
6. Guided by sound corporate governance and integrity, Paiho Shih ensures that all its business activities comply with applicable laws, regulations, and ethical code of conduct.

Chairman: CHENG Kuo-Ian
Paiho Shih Holdings Corporation
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