

Paiho Shih Holdings Corporation

Human Rights Policy

This policy applies to Paiho Shih Holdings Corporation and its subsidiaries or affiliated companies under its control. We continuously require all suppliers and business partners engaged in supply chain and business relationships with the Group to comply with this policy. Paiho Shih is committed to building a harmonious workplace characterized by zero tolerance, non-discrimination, mutual respect, and diversity and inclusion. The Company upholds its social responsibility by incorporating the spirit of international human rights conventions, such as the *Universal Declaration of Human Rights*, into its internal management systems, including the *Employee Handbook*, *Factory Regulations Implementation Rules*, and *Anti-Discrimination Management Regulations*. In accordance with the *United Nations Guiding Principles on Business and Human Rights*, Paiho Shih has established this Human Rights Policy to express its support for and commitment to respecting the human rights of employees, clients, and relevant stakeholders.

Human Rights Policy	Specific Actions
Prohibition of Discrimination, Bullying, and Harassment	The Company strictly prohibits any form of discrimination based on race, color, gender, language, religion, political affiliation, nationality, ethnicity, place of birth, disability, age, marital or family status. Any form of harassment, including but not limited to sexual, psychological, physical, or verbal harassment, as well as abuse or intimidation, is strictly forbidden. If any act of discrimination or harassment is verified, corrective and disciplinary measures shall be taken accordingly. In addition to the relevant management systems (<i>Employee Handbook</i> , <i>Factory Regulations Implementation Rules</i> , and <i>Anti-Discrimination Management Regulations</i>) that promote awareness of anti-discrimination, anti-bullying, and anti-harassment, the Company has also established the <i>Procedures for Handling Reports of Illegal, Unethical, or Dishonest Conduct</i> . Furthermore, a stakeholder section is available on the Company's website to provide proper grievance channels, ensuring that employee grievances are handled appropriately and fairly.
Prohibition of Child Labor, Forced Labor, and Excessive Working Hours	The Company complies with all applicable labor laws and regulations in its operating locations and prohibits all forms of child labor, forced labor, and human trafficking. Reasonable working hours, including overtime limits, are defined and enforced. Employee attendance is regularly monitored, and leave policies are properly implemented to

	maintain a healthy balance between work and personal life.
Freedom of Association and Collective Bargaining	The Company respects employees' rights to freedom of assembly, freedom of association, and collective bargaining. These rights are recognized and protected to ensure that Company practices comply with local laws and sustainability requirements.
Comprehensive Employee Welfare Measures	<p>Employee welfare programs include insurance coverage, retirement benefits, festival gifts or bonuses, birthday gifts, annual leave, bereavement and marriage leave, health examinations, marriage allowances, self-learning programs, and staff dining facilities. Moreover, the Company is committed to creating a supporting workplace, including providing lactation rooms for nursing employees. For employees requiring extended leave due to childcare responsibilities, major illness, or significant personal circumstances, the Company offers unpaid leave arrangements to balance personal and family needs. The Company guarantees equal pay for equal work and equal opportunities for promotion, regardless of gender.</p> <p>In accordance with Article 12(D) of the Company's <i>Articles of Incorporation</i>, employee compensation shall be allocated from the Company's pre-tax profit (before deducting directors' and employees' remuneration) at no less than 0.1%, distributed in stock or cash to eligible employees of the Company and its subsidiaries.</p> <p>Overall Compensation Policy: Each year, the Company determines fair and competitive remuneration levels based on local market benchmarks, industry standards, employee performance, and corporate policies to maintain overall compensation competitiveness.</p> <p>Year-End Bonuses: The Company grants year-end bonuses based on its annual business performance, outlook, and each employee's performance and contribution, motivating all employees to work toward shared corporate goals.</p>
Well-established Communication Channels	Labor unions are established in major operational sites to enhance interaction and communication between the Company and employees. In addition, <i>the Procedures for Handling Reports of Illegal, Unethical, or Dishonest Conduct</i> clearly define the reporting process and grievance channels (such as suggestion boxes). All reports are handled confidentially and investigated objectively. The Company ensures employees are informed that whistleblowers will be protected from retaliation and that their safety will be fully safeguarded.

Chairman: CHENG Kuo-Ian
Paiho Shih Holdings Corporation
20/01/2025