

Human Rights of Employees and Business Ethics

Declaration and Policy

ADLINK cares greatly about social responsibility issues such as human rights and ethics, and is dedicated to sustainable corporate development. As a result of our commitment to respect and safeguard the human rights of all employees, ADLINK has formulated corporate sustainability policies and business ethics standards, and abides by the code of conduct of the Responsible Business Alliance (RBA), the Universal Declaration of Human Rights of the United Nations, and the Declaration of Fundamental Principles and Rights at Work of the International Labor Organization. In addition to implementing these policies company-wide, the company expects that its business partners, suppliers, subcontractors, wholesalers, distributors, contractors, and other contractual partners or customers also abide by them.

ADLINK's employee human rights policies are as follows:

1. Eliminate forced labor and refusing to use involuntary, slave, or trafficked labor.
2. Establish young worker and child labor protection measures that prohibit the employment of children under the legal minimum age.
3. Provide a working-hour system that complies with applicable laws and regulations, offer compensation and benefits that exceed legal standards while supporting employees' basic living needs, and are committed to creating a high quality working environment.
4. Prohibit all forms of harassment, abuse, exploitation, and threat in order to provide a safe and healthy work environment.
5. Avoid discrimination and unfair treatment during recruitment, promotion, evaluation, etc., based on age, race, social class, nationality, religious beliefs, disability, gender, gender identity, union membership, or political affiliation.
6. Respect employees' right of free association, right to request labor representation, and right of peaceful assembly in accordance with employees' wishes.
7. Maintain stable labor-management relations, ensure that all employment complies with local laws and regulations, and provide legally recognized and protected working conditions.
8. Establish transparent, confidential, and retaliation-free communication and grievance channels to safeguard employees' rights to raise concerns and express

opinions, and commit to continuously improving management systems to ensure the effective implementation of labor and human rights policies and continual performance improvement.

ADLINK's business ethics policies are as follows:

1. Prohibit all forms of corruption, bribery, collusion, extortion, and other unethical practices. Monitor and establish procedures to ensure compliance with business integrity requirements.
2. Maintain fair trade, advertising, and competition by acting in accordance with antitrust laws and rejecting unjust business practices such as joint monopolies, and engaging in market promotion with appropriate advertising and competition behaviors.
3. Disclose information regarding the company's business activities, status, and business performance in accordance with regulations and industry practices.
4. Recognize the importance of intellectual property rights and respect the concepts of development and creativity of oneself and others.
5. Encourage and provide multiple channels for stakeholder suggestions and feedback, and protect the privacy of those who use these channels to prevent inappropriate retaliation.
6. Evaluate and examine the source of materials during the procurement process to ensure that minerals are not obtained from illegal militant or other groups in high-risk conflict areas.
7. Abide by relevant privacy and information security laws and regulations when collecting, storing, processing, transmitting, and sharing personal information, and keep the personal information of all stakeholders confidential.

Chairman

