

# CTBC

## Supplier Human Rights and Environmental Sustainability Commitment

As part of its commitment to corporate social responsibility, CTBC (hereinafter, the “Company”) expects the supplier to join it in acting in the interests of corporate ethics, employee rights and welfare, and environmental protection.

### Human Rights Policy

1. The supplier shall be committed to establishing a diverse, open, equal, and harassment-free work environment. It shall not allow any violation of human rights, such as child labor or forced labor. It is also prohibited from discriminating against any individual on the basis of sex, sexual orientation, race, class, age, marriage, language, ideology, religion, political affiliation, family origin, birthplace, appearance, facial features, physical or mental disability, or former union membership. Moreover, it shall provide safe and diverse grievance reporting channels to protect employees’ rights and interests.
2. In addition to abiding by health and safety-related labor regulations, the supplier shall be committed to establishing a healthy, safe, and comfortable work environment.
3. The supplier shall respect employees’ rights to organize and join organizations. The supplier shall regularly organize labor conference representative elections and hold labor–management meetings as well as provide diverse communication mechanisms and platforms in order to ensure harmonious, mutually beneficial labor relations.

### Environmental Sustainability Policy

1. The supplier’s use of raw materials for its business operations shall be in accordance with the principle of protecting natural resources. In conforming to basic quality controls, effort must be made to minimize any negative impact on the environment, with preference during production given to using recycled resources or reusing existing resources and to eliminating the use of potentially hazardous materials.
2. The supplier shall identify and manage all materials that may be hazardous if released into the environment, and it shall bear responsibility for protecting and managing the environment in the processing, storage, and disposal of these materials.
3. The supplier shall conduct a greenhouse gas inventory and plan as well as establish a carbon management plan in order to reduce any adverse impact on the environment.

### Code of Conduct

1. The supplier shall conduct business in an honest and ethical manner, and its employees shall avoid conflicts of interest and other unethical conduct, including bribery and fraud.

2. When the supplier obtains confidential information in accordance with its business needs, it shall protect this information and use it appropriately in order to avoid the privacy of Company or personal information from being compromised.
  
3. The supplier shall abide by intellectual property rights and related regulations.

In summary, the supplier must meet these CSR requirements and comply with related regulations. If any shortcoming is identified, the supplier is required to take immediate corrective action and ensure continual improvement.

Supplier company name: \_\_\_\_\_

Date: \_\_\_\_\_