

## Union Bank of Taiwan Human Rights Policy

To fulfill corporate social responsibility and protect the fundamental human rights of all employees, customers, and stakeholders, Union Bank of Taiwan endorses and supports the human rights principles outlined in international conventions such as the United Nations Universal Declaration of Human Rights, United Nations Global Compact, and International Labour Organization Conventions. This policy is established to implement these declarations and demonstrate the Bank's commitment to respecting and safeguarding human rights.

### *1. Workplace Human Rights Protection*

The Bank regulates reasonable working hours, prohibits forced labor, child labor, sexual harassment and other human rights violations, and implements diversity in the workplace by not discriminating in treatment or any form in the recruitment, selection, employment, distribution, placement, performance appraisal, promotion, welfare measures, salary, retirement, severance, resignation and dismissal of personnel on the basis of gender, sexual orientation, race, class, age, marital status, language, ideology, religion, political affiliation, nationality, place of birth, appearance, physical or mental disability, or union membership. The Bank is committed to creating a dignified, safe, equal, and harassment-free work environment.

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### *2. Health and Safety in the Workplace*

Union Bank adheres to relevant regulations and has implemented the **Union Bank of Taiwan Occupational Safety and Health Guidelines** and **Union Bank of Taiwan Occupational Safety and Health Management Regulations**. The Bank continuously improves workplace safety and health conditions, aiming to reduce occupational hazards and protect employees' physical and mental well-being.

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### *3. Support freedom of association*

The Bank respects the right of employees to organize and join trade unions and various associations.

The Bank maintains open communication channels with employees and provides diverse communication mechanisms and platforms to safeguard and enhance employee rights. Efforts are made to promote harmonious labor relations.

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#### *4. Data and Information Security Protection*

To protect the privacy of all customers, employees, and stakeholders, the Bank has established a robust and stringent personal data and information security management system and protective measures to ensure data security.

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#### *5. Implementation and Revision*

This policy takes effect upon approval by the General Manager. Any revisions shall follow the same procedure.