

The Bank recognizes and supports the United Nations' Universal Declaration of Human Rights, Global Covenant, International Labor Organization Clock, etc.

In order to implement the above declaration and fully implement the spirit and basic principles of human rights protection promulgated by various international human rights scientific research institutes, support the responsibility to respect and protect human rights and formulate a "Human Rights Policy".

We fulfill our corporate social responsibility by protecting human rights in the workplace, maintaining a healthy and safe workplace, maintaining labor-management relations, and protecting personal information and data security, and safeguarding the basic human rights of all our colleagues, customers, and stakeholders.

The Bank's human rights management policies and specific plans are summarized as follows:

Human Rights Management Policy	specific plan
Workplace Human Rights Protection	<p>All policies are not based on individual gender, gender orientation, race, class, age, marriage, language, thought, religion, party, place of origin, place of birth, content, appearance, facial features, physical impairment or previous union membership due to differential treatment or any form of discrimination.</p> <p>Establish a "Union Bank's official misconduct prevention plan" to protect all employees from physical or mental violations while performing their duties.</p> <p>A total of 4,544 people completed the online and physical courses in 2024, including education and training on handling illegal physical and mental infringements on duty, abnormal workload, human-related sexual harm, protection of maternal health, and prevention of sexual harassment.</p>
Health and Safety in the Workplace	<p>Formulate "Safety and Health Work Code" and "Occupational Safety and Health Management Regulations Chapter", continue to improve the safety and health conditions of the working environment, and are committed to reduce the risk of occupational disasters to protect the health of employees.</p> <p>Provided 26 on-site professional physician health consultation services.</p> <p>Implemented employee health guidance and cared for the physical condition of 1,402 employees.</p> <p>The bank-wide "Attraction Symptom Survey" was conducted, and a total of 4,352 reports were processed in 2024.</p> <p>A total of 4,271 people completed the education and training on handling illegal physical and mental infringements on the job,</p>

	<p>abnormal workload, sexual harm caused by humans, protection of maternal health, and prevention of sexual harassment in 2024. Handled health promotion announcements 46 times.</p>
<p>Support Freedom of Association</p>	<p>Respect the right of employees to organize and join trade unions and various associations.</p> <p>Continue to maintain open communication channels with employees and provide a variety of communication mechanisms and platforms to protect and enhance employees' rights and interests, and strive to efforts will be made to promote harmonious labor-management relations.</p> <p>Regularly organized every three months, with 4 labour meetings completed in 2024.</p>
<p>Data and Information Security Protection</p>	<p>In order to protect the personal privacy of all customers, employees and stakeholders, the company has established a complete and strict personal data and information security control mechanism and protection measures to ensure data security.</p> <p>Offered online educational training on personal information protection and information security, with 3,715 and 3,851 people completing it in 2024, respectively.</p>