**Supplier Management Policy, Union Bank of Taiwan Co., Ltd.**

1. **Purpose**

The Bank has formulated the Policy to urge suppliers to comply with relevant standards on topics such as labor, environmental protection, safety and health, and ethical management, and to work with the Bank to enhance corporate social responsibility.

The Suppliers in this policy refers to vendors that provide goods and services to our organization in accordance with the "Property Procurement Management Regulations" and the "Construction and Engineering Management Regulations" of the Bank.

1. **Supply Management**

1. To work together with our suppliers to implement corporate social responsibility and promote environmental sustainability and uphold fundamental human rights, the suppliers of the Bank are required to sign and abide by the "Commitment Letter on Compliance with CSR, Ethical Management and Legal Provisions" when signing the contract. In Addition, they shall and jointly abide by the environmental sustainability policy or relevant environmental protection measures promoted by UBOT. The content includes issues pertaining to labor and human rights, health and safety, environmental protection, and ethical standards.

2. Suppliers and the Bank must avoid any situations that could lead to improper benefits in their business dealings. If suppliers identify any potential conflicts of interest involving our bank personnel, they are required to promptly report this to the Bank and take appropriate measures to prevent any possible misconduct. Both the Bank and suppliers should conduct their business activities based on the principles of fairness, honesty, integrity, and transparency, in order to uphold a policy of ethical management and actively prevent dishonest behavior.

3. Establish a dedicated stakeholder section on the company website to provide suppliers with exclusive communication channels, thereby implementing the policy of integrity in business operations and transactions.

4. The Bank has formulated the terms of suppliers’ compliance with corporate social responsibility and incorporated them into supplier contracts to avoid transactions with those who violate the Bank’s corporate social responsibility policy. The Bank may terminate or cancel the contract at any time if the supplier is involved in a violation of the said policy or if it has a significant impact on the environment and society.

5. If the supplier violates this policy, they may be requested to make improvements or corrections. If necessary, the Bank reserves the right to terminate or rescind the contract at any time. Should any damages occur to the company, we may seek compensation for those damages.

1. **Supplier Cooperation Requirements**

1. Energy Management and Environmental Protection Matters

Suppliers are required to comply with environmental protection and energy conservation laws and policies. They should prioritize the provision of products that bear environmental protection labels or meet the criteria for recycled materials, recyclability, low pollution, and high energy efficiency. The products provided, along with their manufacturing processes and waste disposal, must adhere to the relevant regulations concerning environmental protection, product management, or raw material management applicable to their industry. For office space renovation projects, it is essential to select decoration materials that have green building material certification, including low formaldehyde materials, fire-resistant building materials, mineral fiber ceilings, and environmentally friendly cement paint.

2. Safety and Health Matters

Suppliers shall comply with the Occupational Safety and Health Act and, prior to construction, thoroughly review the relevant precautions outlined in the Bank's "Contractor's Workplace Environmental Safety Hazard Notification Form." Furthermore, they must ensure that all staff members are informed of and strictly adhere to these precautions to avoid potential hazards in the work environment.

3. Labor Rights and Human Rights

Suppliers shall comply with labor standards and respect the fundamental labor rights of employees. They are expected to treat employees in a manner recognized by the international community, which includes safeguarding the legal rights and interests of employees, ensuring that employment policies do not discriminate based on gender, race, age, marital and family status, eliminating all forms of forced labor, prohibiting child labor, and banning harsh treatment and harassment.

4. Commission Kickbacks Prohibition

Suppliers shall commit in the contract to adhere to the Company's integrity management policy. They shall not, under any circumstances, directly or indirectly, proactively or upon request or expectation, provide commissions, kickbacks, or any benefits to any employees, contractors, agents, representatives, appointees of the Company, or their related parties. Should a supplier violate this provision, and it is verified as true, the Company reserves the right to immediately terminate or rescind all cooperation with the supplier and deduct from the payment due to the supplier an amount equivalent to the improper commission, kickback, or any undue benefit, as well as to take relevant legal action. Furthermore, our company may seek punitive damages from the supplier. The aforementioned punitive damages or deducted commissions, kickbacks, or any benefits may be directly deducted from the amounts payable to the supplier, without affecting the Company's right to claim damages.

1. **Implementation**

This policy will be implemented upon approval by the President, and any amendments will follow the same procedure.