

"FIC Group's Human Rights Policy"

The "FIC Group's Human Rights Policy" declares FIC Global Inc., and its subsidiaries' (hereinafter referred to as "**FIC Group**") commitment to fundamental human rights. FIC Group is dedicated to ensuring that all its employees are protected by internationally recognized human rights values, including the protection of basic rights such as life, liberty, personal security, dignity, and equality as outlined in the "**Universal Declaration of Human Rights**". In addition to ensuring freedom from forced labor and protection against any form of discrimination, FIC Group actively promotes employee welfare and provides a safe and friendly workplace.

Since its establishment, FIC Group has upheld the corporate philosophy of "**integrity in form, grounded in action, pursuit of perfection, collective strength, innovative service, and respect for customers**". This philosophy emphasizes well-rounded actions, legal compliance, continuous improvement, and collective unity. With an innovative service mindset and respect for customers, FIC Group is dedicated to rewarding shareholders and contributing to society. In addition to incorporating these human rights values into its corporate philosophy, employee handbook, training programs, and governance policies, FIC Group adheres to the "**Responsible Business Alliance (RBA) Code of Conduct**" and the "**OECD Guidelines for Multinational Enterprises**". The Group has established management and control systems to ensure the protection of employee rights, environmental responsibility, integrity in business practices, the restriction of harmful substances, energy reduction, and the responsible sourcing of minerals, among other operational principles.

We are further committed to ensuring that employees, customers, investors, and society as a whole become beneficiaries of human rights protection through the following principles.

I. Friendly Workplace and Employee Benefits

- Establish a safe and friendly working environment for employees.
- Prevent employees from occupational injury, harassment, bullying, and inappropriate treatment in the workplace.
- Provide various benefits and leaves to employees to encourage their self-growth.
- Encourage employees to engage in arts and culture, sports, or other activities beneficial to physical, mental, and spiritual health.

II. Freedom and Protection of Employment

- Do not force others to provide services through violence, coercion, or any means against the will of others.
- Employees' wages shall not be withheld as penalties or compensation fees.
- Prohibit the employment of child laborers and minors under the legal recruitment age.

III. Equality and Non-Discrimination

- Employees are entitled to equal protection against discrimination and differential treatment.
- Employees' privacy, family life, and the right to freely associate shall not be interfered with.

To ensure that the above principles are continuously monitored and practiced within the organization, FIC Group has established a comprehensive internal system for employees to submit complaints and suggestions. It complies with personal data protection regulations to ensure confidentiality and freedom for employee complaints. Additionally, regular labor-management meetings and welfare committee meetings are held to safeguard the rights of labor organizations and collective bargaining, allowing for effective resolution of complaints and promoting stable and healthy labor relations.

FIC Global Inc.
Chairman Chien Leo Ming Tz

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