

Policy Announcement and Commitment Statement on Respecting and Protecting Children's Rights

The Company recognizes the importance of children's rights as fundamental human rights and is committed to conducting business responsibly, transparently, and sustainably. The Company adopts the Children's Rights and Business Principles (CRBP), ISO 26000 on human rights and labor, and the United Nations Global Compact as frameworks for its operations.

Organizational Commitment

The Company commits to respecting, protecting, and not violating children's rights, both directly and indirectly, across all business operations, including those of employees, suppliers, and stakeholders throughout the supply chain.

Key Practices

1. Do not employ child labor and do not support child labor in any form.
2. Do not tolerate any form of abuse or exploitation of children, whether physical, psychological, or sexual.
3. Promote a family-friendly working environment that supports childcare, in accordance with applicable laws and Company policies.
4. Conduct communications, marketing, and advertising responsibly, without using children in inappropriate ways or in ways that may cause negative impacts.
5. Carefully assess and manage risks and impacts on children that may arise from business operations.

Responsibilities

Executives: Oversee and support the implementation of this policy.

Relevant departments: Integrate the policy into operations.

All employees: Comply with the policy and report any actions that may violate children's rights.

Grievance Mechanism

The Company provides a fair, confidential, and non-discriminatory grievance mechanism related to children's rights, with appropriate remedial actions.

Announced on 1 December 2025.