

Human Rights Policy

Phison Electronic Corporation shall hereby obey local regulations and support internationally recognized human rights standards, and take actions in accordance with the Responsible Business Alliance to develop human rights protection and labor policies, to treat all stakeholders fairly with respect. The details are as follows:

- International Labor Office Tripartite Declaration of Principles
- The OECD Guidelines for Multinational Enterprises
- UN Universal Declaration of Human Rights
- United Nations Guiding Principles on Business and Human Rights
- The United Nations Global Compact
- ILO Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises
- OECD Due Diligence Guidance for Responsible Business Conduct
- Responsible Business Alliance Code of Conduct
- Convention on the Elimination of All Forms of Discrimination Against Women, CEDAW
- Women's Empowerment Principles, WEPs
- Convention on the Rights of the Child, CRC
- UN Children's Rights and Business Principles, CRBP
- The International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, ICMW

Scope: Phison's human rights policies apply to all employees, suppliers and contractors of Phison Electronic Corporation and expecting its business partners, customers, and other individuals who are involved with the operation and development of Phison to comply with these policies.

1. Diversified Inclusion & Equal Opportunity:

- 1-1. Phison respects the value of diversity and inclusion, strictly adheres to the principle of equal treatment, and adopts a zero tolerance policy towards any form of discrimination based on nationality, race, color, age, social status, gender, thought, place of birth, appearance, marital status, zodiac signs, blood type, sexual orientation, gender identity, ethnicity, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or any other status protected by applicable laws when conducting employment-related activities, including but not limited to recruitment, hiring, training, rewards and penalties, evaluation, promotion, termination and retirement.
- 1-2. Phison is committed to providing a safe workplace free from harassment and adopts a zero tolerance policy towards any forms of workplace harassment and stalking.

- 1-3. Phison ensures that our employment policies fully comply with applicable laws and achieve fairness and equity in employment, compensation and benefits, training, performance evaluation and promotion opportunities, including wage equality and equal pay for work of equal value. Phison provides effective and appropriate complaint mechanisms to avoid and respond to situations that endanger the rights of employees. Phison is committed to creating a workplace free from discrimination and harassment.
- 1-4. Phison regularly reviews the implementation of diversity, inclusion and equal opportunities.
- 1-5. Phison does not employ child labor nor allow any behaviors that may lead to the employment of child labor. An appropriate mechanism is implemented to verify the age of new recruits in accordance with relevant laws and ethical standards. The term “child” refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Employees under the age of 18 (young workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. If child labor is identified, assistance/remediation from Phison is provided.

2. Forced Labor:

An employment relationship is formed by signing a written labor contract in accordance with the law. In the contract, it is specified that the employment is formulated on the basis of mutual agreement, there is no forced labor nor human trafficking and prohibits acts of servitude.

Employees who have reasonably notified Phison to terminate the employment contract in accordance with the law shall have the right to resign or terminate the employment contract and will not be punished for the termination. There shall be no unreasonable restrictions on employees' freedom of movement in the workplace. Unless otherwise permitted by law, the company and suppliers or agents shall not retain, destroy or confiscate any employee's national ID cards, passports or entry permits.

3. Guaranteed Minimum Wage:

Payment to employees shall comply with all applicable wage laws, including those related to minimum wages, overtime hours and legally mandated benefits, and shall be regularly reviewed to meet the local living wage standards. Deductions from wages as a disciplinary measure shall not be permitted.

Employees' working hours shall not exceed the maximum standard working time set by local law. Employees are entitled to at least one day off a week.

4. Safe and Healthy Workplace:

Phison is committed to providing employees with a safe and healthy working environment, as well as necessary health and emergency measures that is in compliance with applicable workplace safety and health laws and regulations, and standards set forth in the RBA Code of Conduct. To avoid the potential risk in health safety carrying with the work style, the health safety risk of the employees will be regularly checked, and there will be improvement plan according to the identification results. Phison shall also establish a safety and health management system with regular maintenance to ensure the proper implementation of safety and health policies in order to eliminate the risk factors that may impact employees' health and safety as well as to reduce the risk of occupational injuries.

5. Freedom of Association:

Phison respects the legal rights of all employees to freely form and join (or not join) labor unions, to bargain collectively, and to engage in peaceful assembly. Employees shall be able to negotiate freely with employers or management levels regarding working conditions without fear of reprisal, intimidation, threat or harassment. In additions, Phison forms diverse clubs and actively promotes employee participation to boost better communication.

6. Labor-Management Negotiation:

Smooth and diverse internal/external communication channels should be established for global employees, and the Labor-Management Meeting shall be regularly held to discuss employee rights and welfare, so as to ensure the interests of both parties.

7. Whistle-Blowing and Remediation:

7-1. Phison has set up formal reporting channels for employees, suppliers and other external stakeholders to report on any conduct that is illegal, in violation of human rights, code of conduct or corporate integrity management. In accordance with the "Internal and External Communication and Grievance Management Procedure", Phison promises to promptly investigate the alleged circumstances and take actions to mitigate negative impacts on human rights. Phison will not tolerate any retaliation against anyone who has reported potential violations of laws, code of conduct, or other company policies in good faith.

7-2. Establish mitigation and remediation measures to reduce the impact of human rights risks.

8. Privacy Protection:

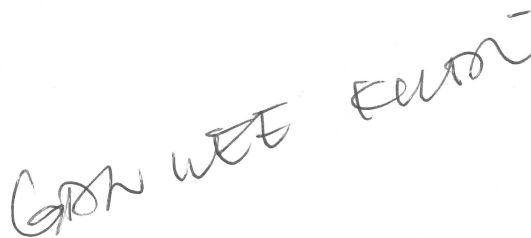
- 8-1. To fully safeguard the privacy of the customers and stakeholders, the well-rounded information safety and management mechanism should be established, and strict control specification and protective measures should be obeyed.
- 8-2. Intelligence Property Right should be respected, and it is forbidden to use copied items and pirated software.

9. Education and Training:

All employees are required to complete human rights education and training (including labor laws, unlawful Infringement, occupational safety, etc.) every year to promote human rights policies, workplace equality, and prohibition of any unlawful infringements. Supervisors at all levels shall complete the training on preventing unlawful infringement to create an inclusive and harmonious working environment.

10. Business Ethics:

Phison abides by the principles of integrity and impartiality, and complies with applicable anti-corruption laws. Additionally, Phison sets and follows policies to ensure business integrity, avoid improper advantage, ensure proper disclosure of information, protect intellectual property rights, uphold fair business/advertising and competition standards, maintain identification confidentiality and eliminate retaliation, practice sourcing of minerals, and respect privacy, so as to minimize any negative impacts on human rights activities. To protect our planet and ensure public safety and health, Phison is committed to complying with all local regulations and the Responsible Business Alliance Code of Conduct, as well as take environmental responsibility by implementing sustainable development practices such as energy saving, carbon reduction and green procurement.



Wee Kuan Gan
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