



CINCON ELECTRONICS CO., LTD.

Representation on Guidelines for Enterprise Social Responsibility and Workers' Human Right

To perform its social responsibilities, comply with social ethical requirements and international labor standards, protect workers' interest and create a work environment with sustainable operation,

The Company pledges to:

1. Respect workers' basic human rights, prohibit any form of discrimination or insult, ensure equal working opportunities, including protection against gender, racial, or other unlawful infringement in the workplace and any form of inhumane treatment.
2. Implement worker-management collaboration, with reasonable scheduling of worker's work hours, salary benefits and prohibition against forced labor.
3. Not hire child labor or prison labor and not accept any supplier that hires child labor or forced labor.
4. Respect workers' freedom of collective negotiation and association.
5. Promote healthy activities, diversified measures, care and maintenance of employees' physical and mental health and work-life balance.
6. Prevent conflict of interest, opportunity of embezzlement and comply with the highest ethical standards in all commercial interactions.
7. Establish relevant internal and external communications channels and ensure detailed and truthful disclosure of information before implementing any major operational change that may have a serious impact on the interested parties.

Representative:

Jack Yen

Signature Date:

26/12/2023