

RichWave Technology Corporation

Human Rights Policy

Article 1: Policy Objective

Our company is committed to respecting and protecting the fundamental human rights of all employees, partners, and stakeholders. We are dedicated to ensuring dignity, equality, and fairness in all our operations, adhering to local government regulations at each operational location, and aligning with internationally recognized human rights standards, such as the UN Guiding Principles on Business and Human Rights and the Responsible Business Alliance (RBA) Code of Conduct etc.. This policy is formulated in accordance with these standards and aims to achieve related management guidelines and objectives.

Article 2: Basic Principles

1. **Respect for Human Diversity:** We provide equal employment opportunities based on individual strengths and work experience, without discrimination on the grounds of race, color, class, descent, language, ideology, religion, political affiliation, nationality, place of birth, gender, sexual orientation, age, marital status, appearance, facial features, physical or mental disability, zodiac sign, blood type, or union membership.
2. **Opposition to Discrimination and Harassment:** In compliance with all applicable anti-discrimination laws, we prohibit all forms of discrimination, harassment, or retaliation. We provide an inclusive and respectful work environment, ensuring that any verified complaints of discrimination are fully and fairly investigated and addressed, allowing employees to contribute their talents without worry.
3. **Forced Labor and Child Labor:** We strictly follow relevant government regulations and only accept applicants above the age of 18 for company positions. We ensure compliance with local laws regarding the prohibition of child labor at each operational location. Human trafficking is strictly prohibited, and personnel involved in recruitment are trained to prevent human trafficking.
4. **Fair Treatment and Compensation:** We advocate for equal pay and market-competitive compensation. We provide fair and reasonable benefits for our employees. We comply with minimum wage laws and calculate overtime pay

as required by law, establishing a fair compensation system in accordance with legal regulations.

5. **Health and Safety:** We provide a safe and healthy working environment for our employees, taking necessary measures to prevent workplace accidents and injuries. We support employees' physical and mental well-being and provide appropriate support systems. We conduct regular training for supervisors and employees to help them identify and address workplace violations.

Article 3: Employee Rights Protection

1. **Freedom of Speech and Expression:** Employees have the right to express their opinions, beliefs, and suggestions, and these will be respected. We commit to respecting their freedom of expression and protecting them from any form of retaliation.
2. **Support for Freedom of Association:** We respect employees' rights to freely assemble and associate, value all employee organizations, and promote labor-management cooperation.
3. **Privacy and Data Protection:** We commit to protecting employees' personal privacy and comply with relevant laws regarding the protection of personal data. We collect, process, and store employee information in a cautious manner.
4. **Work-Life Balance:** We encourage employees to achieve a balance between work and life, offering health management assistance, conducting health check-ups, providing on-site medical services, and facilitating follow-up care. We organize activities that promote physical and mental health, aiming to enhance work-life effectiveness and well-being.

Article 4: Communication and Complaint Mechanism

We have established a transparent and fair complaint mechanism for employees to raise concerns regarding human rights violations, discrimination, harassment, etc. All complaints will be kept strictly confidential, and a fair investigation and resolution process will be followed.

- Employees who discover or suspect human rights violations may report immediately. The company will conduct a thorough investigation and take appropriate action based on the findings.
- Complaint hotline: 03-6008999 #529
- Complaint email: hr@richwave.com.tw

Article 5: Responsibilities of Suppliers and Partners

We collaborate with all suppliers and partners to ensure that they adhere to human rights

principles in their business operations. The company regularly reviews suppliers and strongly requires them to practice respect for human rights, thus promoting human rights protection throughout the value chain.

Article 6: Training and Education

To enhance awareness of human rights, we regularly provide human rights-related training to employees, increasing their understanding of various human rights issues, and encouraging them to adhere to these principles in their daily work. All new employees will receive relevant training upon joining and will participate in refresher courses regularly.

Article 7: Compliance and Monitoring

We regularly review and update this policy to ensure it aligns with international standards, laws and regulations, and the company's actual situation. We monitor the implementation of the policy and ensure that all employees and partners comply through internal risk assessment mechanisms.