

Yuanta Financial Holding Company Human Rights Declaration

The Company recognizes and supports the spirit and basic principles of human rights protection enshrined in international conventions such as the *United Nations Universal Declaration of Human Rights*, the *United Nations Global Compact*, and the *International Labour Conventions*, and in accordance with these principles, and with reference to human rights issues closely related to the Company's operations, has established the Human Rights Policy of Yuanta Financial Holding Company, Ltd. (Hereinafter: "Human Rights Policy") as the highest guiding principle for the Company to practice human rights protection. At the same time, the Company complies with the relevant human rights and labor laws and regulations of the Company's locations (e.g., living wage, limits on overtime, maximum working hours, annual leave, notice period for mass redundancy, etc.) to ensure that its operations are in compliance with local regulations.

The scope of the Company's Human Rights Policy applies to its subsidiaries. In addition to regulating its own operations, the Company also expects its suppliers and partners to work together to realize the contents of its Human Rights Policy.

The Company's Human Rights Policy includes the protection of human rights in the workplace, the implementation of equal pay for equal work, the provision of a healthy and safe workplace, the support of freedom of association, the promotion of labor-management harmony, the protection of personal data, etc., and prohibits any acts that violate human rights (e.g., human trafficking, forced labor, child labor, etc.). In order to implement labor-management communication, the Company may also promote dialogue through collective bargaining, labor-management meetings, and the provision of channels for employee grievances or suggestions in order to enhance the rights and interests of employees.

The Company is also committed to providing a work environment free from discrimination, sexual harassment, and non-sexual harassment (e.g., workplace bullying) for all employees and job seekers of the Company, and adopts a zero-tolerance attitude toward foregoing behavior.

The Company is committed to integrating the principles and spirit of human rights into the corporate values and culture by taking practical actions to realize the Company's responsibility to respect and protect human rights.

President _____

