

## Human Rights Risk Improvement Plan

Yuanta Financial Holding Company assessed human rights risks in 2018 against five human rights risk issues including workplace inclusivity, discrimination and sexual harassment, occupational safety and health, working hours, and labor disputes. The risk assessment ratio was 1.64%, and based on the assessment, the Company's management was adjusted and risk mitigation measures were established for implementation in 2019. After implementation of the risk mitigation measures, human rights risks were evaluated again in 2019 with the same risk issues. The risk assessment ratio became 1.61%, indicating that the risk mitigation measures have achieved a certain degree of effectiveness. In order to strive for continuous improvement for effectiveness, the following amended improvement plan has been added:

### 1. **Advocacy on human rights issues:**

In order to raise employees' awareness and value of human rights issues and deepen their related concepts of human rights protection spirit, the Company plans to introduce the advocacy of the spirit and policy of human rights protection in the education and training of new employees and on the Company website.

### 2. **Attendance and overtime system optimization and establishment of management and control tools:**

- (1) The attendance and overtime system sends out "card swipe and overtime confirmation notice" every Tuesday and Friday to remind employees with abnormal attendance to confirm their time off and whether they are working overtime. If there is a fact of overtime, an application for overtime should be made in accordance with the law.
- (2) Regularly review the overtime situation of each unit and carry out subsequent tracking and control.
- (3) Periodically review employees who work overtime regularly and use telephone care to find out why.

### 3. **Manpower allocation and job content adjustment planning:**

For the department/job nature that is at risk of overtime work, review manpower allocation and evaluate job content adjustment and planning.