

# Human rights policy and Implementation

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Ablerex Electronics respects and supports the labor standards set forth in the Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labour Organization (ILO) Conventions, and is committed to ensuring that every individual, both within and outside the Company, is treated with equality and dignity. The Company has established a Human Rights Policy Statement, which is implemented across operations through the following seven core principles:

- (1) compliance with applicable local laws, regulations, and international standards;
- (2) elimination of unlawful discrimination and the reasonable assurance of equal employment opportunities;
- (3) prohibition of child labor;
- (4) prohibition of inhumane treatment;
- (5) prohibition of forced labor;
- (6) respect for employees' freedom of association and right to collective bargaining; and
- (7) provision of a safe and healthy working environment, as well as the promotion of physical and mental well-being and work-life balance.

In order to uphold the principles of labor and business ethics, the company embraced the tenets and ethos of the Global Reporting Initiative's (GRI Standards) in 2021. Beyond the implementation of human rights-related policies, the company, in accordance with the government's "Labor Standards Act" and other pertinent laws, has established "work rules" delineating the rights and obligations concerning employees' human rights. This proactive approach aims to safeguard the fundamental human rights and related interests of employees, fostering an environment where each employee is treated with fair and humane consideration. Notably, the company has instituted "control measures and punitive measures against sexual harassment" and implemented a grievance channel, fostering gender equality and preserving personal dignity.

## **Human Rights Assessment**

Committed to sustainable development, the company places a premium on people and the environment, assuming and promoting social responsibility for employees, consumers, and the overall environment. In a demonstration of dedication to a safe and healthy workplace, an environmental engineering and health management unit has been established. This unit deploys occupational safety and health personnel to manage the well-being of employees, conducting regular health inspections for in-service employees. Collaborating with partners, the company has formulated a "Supplier Social Responsibility Code" and signed a corporate social responsibility commitment, expanding its positive impact.

## **Human Rights Concerns and Practices**

- **Compliance with Relevant Regulations and Guidelines**

The company has a detached ethical standard and must comply with relevant local government regulations and international standards and regulations. When implementing business activities, it should adopt standards that can provide employees with the greatest guarantees.

Ablerex follows the laws and regulations of the governments in various regions, when there are major changes in the company's operations that may affect the rights and interests of employees, or when there are major changes in employees' positions, they will be notified and discussed in advance.

If the labor contract is to be terminated, a notice period will be given in accordance with the Labor Standards Act as follows:

- Those who continue to work for more than three months but less than one year shall be notified ten days ago.
- Those who continue to work for more than one year but less than three years will be notified 20 days in advance.
- Those who continue to work for more than three years shall be notified 30 days in advance.

- **Elimination of Discrimination and Ensuring Equal Opportunities**

Ensuring equal treatment across employment, salary, welfare, training, promotion, and other labor aspects, the company commits to non-discrimination based on age, gender, physical and mental disabilities, race, ethnicity, nationality, religion, or other factors.

- **Prohibition of Child Labor**

Conforming to the norms of the ILO Convention No. 138 and the UN Convention on the Rights of the Child, the company strictly prohibits the illegal employment of child labor, adhering to specified working hours and conditions. The company maintains a clean record of not employing any child labor in 2024.

- **Prohibition of Inhumane Treatment**

The company expressly prohibits personal injury, improper physical punishment, threats of physical and sexual harassment, verbal violence, or any form of intimidation.

- **Prohibition of Forced Labor**

In adherence to local laws and regulations, the company ensures that working hours, including overtime, adhere to stipulated limits. An attendance system is in place to monitor abnormal attendance, and designated personnel review such cases, notifying relevant supervisors for appropriate work arrangements, prioritizing the health and quality of family life for colleagues.

- **Respect for Employees' Freedom of Association and Right to Collective Bargaining**

Respecting employees' freedom of assembly and association, the company acknowledges the right to collective bargaining in accordance with China's trade union law.

- **Providing a Safe and Healthy Working Environment**

Prioritizing employee health as the greatest wealth, the company offers a comprehensive health and safety plan. In accordance with the Occupational Safety and Health Law, the company implements and promotes occupational safety and health management plans, conducting periodic labor safety assessments and operation inspections. The goal is to eliminate hazards, prevent work injuries, and reduce the risk of occupational injuries.

- **Physical and Mental Health and Work-Life Balance**

The company supports colleagues in strengthening their bodies during leisure time by providing a gymnasium and washrooms. Furthermore, all employees receive a general health check every three years, with the company covering the associated costs. To enhance safety, the company organizes labor safety and health and fire safety training biannually. Upholding quality office environments, the company implements regular cleaning and maintenance, environmental disinfection operations, and drinking water quality checks for drinking fountains, ensuring a healthy, safe, and hygienic workplace.

## **Human rights risk mitigation measures**

- **Human rights protection training practices**

- Provide relevant laws and regulations for newcomer training

The company will arrange new recruit training for new recruits, summarizing company profile, business philosophy, quality policy, work rules, employee code of ethics and conduct, management of personal data protection, employee environmental safety and hygiene introduction, Ethical corporate management code, corporate social responsibility Codes, supplier social responsibility codes, human rights policies, major internal information processing and insider transaction management measures, product introductions, Cyber security risk management, respect for intellectual property rights, welfare courses, etc., to understand the company's corporate culture, vision and working environment, And put the relevant measures on the company website and internal staff system for all colleagues to follow.

- Provide employee opinions or appeal channels
- The company prohibits personal injury, improper corporal punishment, threats of physical, sexual and other harassment, verbal violence or any other forms of intimidation. Set up internal and external feedback or appeal channels.
- Occupational Safety Training
  - The company organizes labor safety and health and fire safety training every year to enhance the awareness of environmental sanitation. Occupational safety and health personnel may return to training in accordance with the regulations of the competent authority to ensure

continuous improvement. And participate in external professional training according to work needs, enrich knowledge and skills, improve work efficiency and quality, and learn and grow to connect with the company's development goals.

● **Number of Participants in Training Related to Human Rights Protection**

- In 2024, the company conducted 58.5 hours of internal staff education and training, involving 49 participants.

The company regularly reviews its operations, supply chain and other related activities every year by paying attention to major social issues, questionnaires, etc. to identify and assess groups at risk and potential human rights risks, and formulate a human rights issue control plan based on potential risks. , and continue to monitor and improve plan implementation results.

The company's human rights management policies and specific plans are summarized as follows:

Human Rights Management Policy	Specific Plan
<ul style="list-style-type: none"> <li>• Provide a safe and healthy working environment</li> <li>• Support employees in maintaining physical and mental well-being and a healthy work–life balance</li> <li>• Eliminate unlawful discrimination and reasonably ensure equal employment opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• The Company provides comprehensive health examinations for all employees every three years and conducts workload and stress assessment questionnaires to safeguard employees’ physical and mental well-being. In collaboration with medical institutions, on-site healthcare services are offered, along with health promotion and environmental safety education. Health consultations are arranged for employees identified as high-risk cases.</li> <li>• A fitness center is available within the plant premises, allowing employees to exercise and relax during breaks, thereby enhancing morale and improving overall health indicators.</li> <li>• In accordance with occupational safety and health regulations, the Company implements an Occupational Safety and Health Management Program and conducts regular training sessions, disaster prevention drills, and workplace safety and health awareness activities each year to cultivate proper safety awareness among employees.</li> <li>• The Company ensures equal treatment in all</li> </ul>

	labor-related matters, including recruitment, compensation and benefits, training opportunities, promotion, termination, and retirement, and strictly prohibits discrimination based on age, gender, disability, race, ethnicity, nationality, religion, or any other status.
Prohibit forced labor and comply with local government labor laws	Implement leave policies and encourage employees to prioritize work–life balance. Working hours (including overtime) shall not exceed the limits prescribed by applicable laws and regulations, and employees shall be provided with at least one rest day within every seven-day period, in order to safeguard physical health and support a healthy balance between work responsibilities and family life.
Promote human rights policies and require suppliers to sign a “Social Responsibility Commitment,” working together to foster sustainable development.	Each supplier is invited to fill in the sustainable development self-evaluation form. As of 2025, the company's suppliers with ongoing transactions have signed a total of 641 social responsibility commitment letters.

#### **Implementation Status:**

1. In 2025, the Company continued to provide education and training programs on human rights protection for employees. A total of 262 training hours were delivered, with 262 employee attendances recorded, representing 74% of the Company’s total workforce. Going forward, the Company will continue to monitor human rights–related issues and promote relevant training programs to enhance awareness of human rights protection and to reduce the likelihood of related risks.
2. In accordance with Company policy, the Company does not employ child labor.