

E.SUN FHC Human Rights Commitment

I. Purposes

In order to implement our commitment to and responsibilities for human rights, E.SUN puts an end to any infringement on or violation of human rights; E.SUN also regularly pays attention to international human rights trends, establishes human rights due diligence plans, monitors and measures human rights related issues and impact, reduces potential crises and shock, and strengthens the human rights awareness of employees and partners, so as to promote positive social development.

This Commitment has been compiled according to the framework and spirit of the following international human rights conventions to ensure that E.SUN follows international human rights principles:

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- Universal Declaration of Human Rights
 - UN Guiding Principles on Business and Human Rights
 - International Labor Organization
 - OECD guideline for multinational companies
 - The ten principle of UN Global Compact
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In addition to following international human rights conventions, E.SUN FHC Human Rights Commitment also abides by various local labor laws and regularly reviews internal policies and guidelines, such as the “E.SUN FHC Corporate Social Responsibility Best Practice Principles,” “E.SUN Employee Service Code of Conduct and Behavior Standards,” “Statement of Commitment to Human Rights and Environmental Sustainability,” and “E.SUN FHC Sustainable Lending Policy” to ensure that our human rights commitment is consistent with internal policies.

II. Scope and Applicability

The E.SUN Human Rights Commitment shall be applicable to all subsidiary business entities of E.SUN FHC, including the overall operating activities of the Company and our subsidiaries, and new business activities (mergers, acquisitions, joint ventures, etc.); a “Statement of Commitment to Human Rights and Environmental Sustainability” has been simultaneously formulated, which

represents an expectation and exhortation to all supplier, business partners and clients of E.SUN to fulfill the spirit and basic principles of the Commitment.

III. Commitment and Implementation

(I) Employees

E.SUN complies with internationally recognized labor human rights, confirms that human resource utilization policies do not violate the rights and interests of labor, stipulates “working rules,” “E.SUN Bank Employee Selection and Appointment Principles,” “Guidelines for the Establishment of Gender Equality Committee for E.SUN FHC and its Subsidiaries,” etc., and announces relevant information, to enable employees to understand the labor laws of the countries where the Company operates and the rights they are entitled to.

1. Compliance with international human rights and statutory requirements:

E.SUN does not permit any actions or behaviors that are in violation of human rights, including the employment of child labor aged under 16, human trafficking and forced labor in any form. It is clearly stated in the work rule that overtime work is not allowed, and regular inspection, control and publicity are conducted.

2. Anti-discrimination principles and implementation of equal remuneration:

E.SUN is dedicated to fostering an equitable, diverse, and inclusive workplace. Employees are fully protected against any types of discrimination, harassment or unfair treatment for reasons of race, nationality, gender, sexual orientations, religion, political inclination, birth or other status such disability, age, economic and social situation.

E.SUN also ensures that men and women receive equal remuneration for jobs. The fairness of management, including payroll and promotion opportunities, is rigorously safeguarded to guarantee equal remuneration for work of equal value.

3. Providing a safe working environment:

The Company established the “Occupational Safety and Health Committee” and formulated the “Rules on Safety and Health” to continuously measure the potential risks of environmental health and safety in business activities; labor safety related training has also been provided, in efforts to improve the working environment and health conditions, reduce occupational disaster risks, and protect the physical and mental health of employees.

4. Respecting the freedom of association and the right to collective bargaining:

E.SUN respects and accepts the rights of its employees to organize lawful labor unions and secure their occupational rights and interests. It maintains open channels of communication with its employees on a continuous basis to safeguard and elevate employees' rights and interests while endeavoring to promote a harmonious employer-employee relationship.

(II) Suppliers

E.SUN has formulated the "E.SUN FHC Corporate Social Responsibility Guidelines for Suppliers" and "Statement of Commitment to Human Rights and Environmental Sustainability" to assist in and ensure suppliers' implementation of sustainable development and human rights issues, and has also encouraged suppliers to implement corporate social responsibility through communication meetings and training activities.

1. Corporate culture and ethical standards

Encouraging suppliers to establish a corporate culture of ethical management to promote a business philosophy of integrity, transparency and accountability, and requiring them to follow relevant laws and regulations promulgated by local governments and competent authorities, and strive to achieve standards that are higher than the laws and regulations.

2. Respecting labor rights

It has been ensured that all dismissals and layoffs of suppliers' employees comply with laws and regulations, and there is no illegal child labor employment, oppression of labor, or discrimination, and all inhumane treatment is prohibited. It has also been ensured that suppliers' operating activities do not pose direct or indirect danger to the safety and health of employees or others.

3. Environmental sustainability:

During the process of conducting business activities and providing products and services, suppliers shall comply with the environmental protection regulations in respective countries and take action to prevent causing pollution of any form.

(III) Customers

E.SUN fulfills our sustainability responsibilities. In order to ensure that human rights can be implemented throughout the operation process, we regularly review our principle of treating customers fairly and formulates relevant policies for investment crediting in line with ESG, such as the establishment of "Key Points for Undertaking Project Financing based

on Equal or Principles” and “E.SUN Bank Green Energy Lending Principles,” to create a sustainable and sound financial market environment.

1. Protecting customers’ rights and interests:

Principles of treating customers fairly have been incorporated into the internal control and audit systems to enhance colleagues’ awareness of financial customer rights and legal compliance; customer complaint channels have been established to ensure the implementation of the principles of reasonableness, equality, reciprocity and integrity, and protect the rights and interests of financial customers.

2. Personal information protection:

E.SUN respects customer information and privacy, and stipulates relevant principles of personal information management in accordance with the Personal Data Protection Act to avoid customer human rights violations and promote the reasonable use of personal information.

3. Responsible investment:

Referring to the United Nations’ Principles for Responsible Investment (PRI) and incorporating environment, social, and corporate governance (ESG) related issues in the investment analyses and decision-making processes, to ensure that investment cases can also implement principles of the E.SUN Human Rights Commitment.

4. Responsible lending:

E.SUN fulfills our responsibility for sustainability, carefully selects corporate lending targets, formulates a number of internal policies and specifications, and incorporates ESG measurement indicators into the credit process to avoid impact on social and environmental sustainability.

IV. Response to Material Breach

1. If investigation finds any infringement on or violation of human rights by our employees, such offenses shall be appropriately punished according to the seriousness of the circumstances, such as admonishment, demerit, transfer, demotion, or salary reduction; furthermore, the afore-mentioned punishments shall be given follow-up assessment and supervision to avoid the same incident from occurring.
2. When any partner infringes on or violates human rights, after our guidance, it does not improve or the situation is serious, the Company may terminate business dealings with such a partner.