# Elite Semiconductor Microelectronics Technology Inc.

## Human Rights Policy

ESMT commitment is guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs), the United Nations Global Compact, the various conventions of the International Labour Organization (ILO), the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, the principle of Responsible Business Alliance (RBA), the Responsible Business Alliance Conduct Due Diligence, and the International Labour Organization. We exercise due diligence to prevent human rights violations with or to any third parties, and build a culture of equality, respect, care, and security within our company.

ESMT requires our group's suppliers, to adhere to the same standards:

1. Respect employees' rights and benefits, including prohibitions on harassment, coercion, and any form of involuntary labour.
2. Continuously enhance workplace health and safety, promoting a positive and balanced relationship between professional responsibilities and personal life.
3. Safeguard the health and safety of all relevant stakeholders, ensuring that operational activities do not negatively impact the environment or deplete natural resources.
4. Engage in business practices characterized by integrity, maintaining high ethical standards applicable to all employees and suppliers.
5. Prohibit the hiring of child labour or labour originated from human trafficking.

Chairman Ming-Chiang Chang 11/4. 2016