

2025 Qisda Human Rights Due Diligence Report

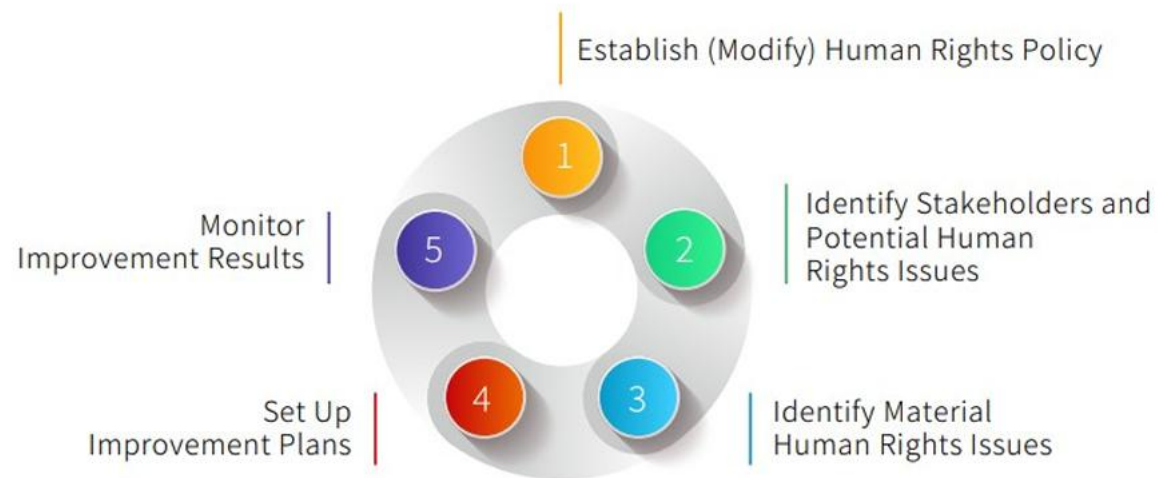


Figure 1: Human Rights Due Diligence Process

I. Human Rights Policy

"People-oriented" is the core value of Qisda. We believe that a good work environment can provide support for the employees to grow without concern, and that a well-established training system and complete design of activities can further consolidate the strengths of each employee, enabling happy employees to lead the Company

forward and create the shared value of a triple win among the Company, its employees, and society. Qisda supports and complies with the internationally recognized human rights norms and principles, including the UN Universal Declaration of Human Rights, UN Global Compact, UN Guiding Principles on Business and Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. Meanwhile, we shape our human rights policy in accordance with the laws and regulations of the places our company is located in, and ensure human rights are protected based on the principles of "protect, respect and remedy."

Qisda's human rights policy is applicable to Qisda Corporation and its investees, including employees, customers, suppliers/contractors, partners, and joint ventures. At the same time, we request that our suppliers/contractors, partners, and joint ventures adhere to other standards equivalent to our policy for human rights protection.

In terms of the material issues related to human rights, the Company has formulated the following implementation approaches:

- Provide a safe and healthy work environment
- Forbid child labor and forced labor
- Ensure equal employment opportunities
- Prohibit discrimination and harassment in any form
- Arrange reasonable working hours: strictly comply with local laws and regulations and not exceeding 60 hours per week
- Pay overtime according to the law and provide paid annual leave
- Pay a fair and full living wage on time
- Advocate equal pay for equal work, with no wage discrimination based on gender
- Protect the rights and interests of employees: notify employees of major changes in advance on the number of days specified by law

- Respect the freedom of assembly and association among employees
- Adhere to the values of integrity and anti-corruption, prohibit of accepting or offering bribes
- Provide channels for stakeholders to communicate and file complaints
- Conduct human rights due diligence and implement mitigation and remedial measures

(I) Education and training

Since the issues of labor rights and human rights are critical to the customers, Qisda provides education and training on the Responsible Business Alliance Code of Conduct (RBA Code) every year. In 2025, 100% of employees participated in the human rights training. Education and training on the RBA Code and human rights are also arranged for contractors, such as security guards and cleaning service providers, who perform their duties within the premises of the Company's plants. The completion rate of human rights training reached 100% in 2025 (Note). We also conduct sexual harassment prevention courses for every new employee to convey the Company's zero-tolerance stance on harassment, ensuring that employees understand and put into practice the Company's commitment to human rights.

Note: Starting from 2025, the operating sites in the United States and Japan have been included in the scope. The two sites completed the RBA awareness education and training in April 2026, and Qisda's overall training completion rate is 100%.

(II) Grievance channel

Internal employees can report any violations of human rights policy to the Company's human resources unit in accordance to the "Whistleblowing and Complaint Handling Regulations." The Company will keep the identity of the whistleblower confidential.

The external stakeholder may file the complaint through the CSR mailbox on the official website of the Company; the responsible ESG unit will give a reply.

II. Human Rights Risk Assessment

With reference to the RBA standards and audit results, Qisda has identified the following potential human rights risks and implemented internal management policies as well as mitigation and compensation measures at all of its sites worldwide.

Human Rights Issue	Mitigation and Compensation Measures	Applicable to
Working Hours	● Observe local labor laws and the Responsible Business Alliance Code of Conduct (RBA Code) ● Encourage employees to get off work on time ● Set up a working hour reminder mechanism ● Limit the number of overtime hours in accordance with local laws and internal regulations, and provide overtime compensation	● All employees ● Employees of suppliers/contractors
Wages and benefits	● The wages paid to employees comply with local labor laws and the Responsible Business Alliance Code of Conduct (RBA Code), including a pay of no less than the minimum wage and equal remuneration for the employees who are responsible for equal work and qualifications. ● Participate in investigation of wages in the industry to maintain	

Human Rights Issue	Mitigation and Compensation Measures	Applicable to
	competitiveness in the market.	
Data privacy and security	● Observe local laws and the RBA Code ● Qisda has established the "Personal Data Management Procedure" as a basis for implementing data security management ● Provide education conduct training, and disseminate relevant information	
Emergency Preparedness	● Observe local laws and the RBA Code ● Formulate the "Emergency Response Management Summary Manual" and act according to the emergency response management procedure ● Regularly hold emergency drills and advocacy	
Safety at Work	● Observe local laws, ISO 45001, and the RBA Code ● Implement sourcing management, change management, and hazard identification to eliminate risk factors ● Provide education conduct training, and disseminate relevant information to help employees understand how to use equipment in the workplace ● Periodically inspect machinery and equipment, and provide process descriptions in languages that employees can	

Human Rights Issue	Mitigation and Compensation Measures	Applicable to
	understand ● In the event of a work-related injury, traffic accident, or critical illness, the Company provides employees with assistance, such as applying for group insurance	
Freedom of assembly	● Respect the employees' freedom of association. Currently, employees in the Suzhou and Vietnam plants organize and join labor unions on their own ● Encourage employees to participate in corporate clubs ● Regularly hold labor management meetings	● All employees
Occupational injury and illness	● Observe local laws, ISO 45001, and the RBA Code ● Investigate accidents and make improvements accordingly	
Public sanitation, food, and housing	● Observe local laws and the RBA Code	
Sexual harassment and other forms of harassment	● Observe the Gender Equality in Employment Act and the RBA Code ● Qisda has established the "Management Regulations of Infringement Prevention during Performance of Duties" as the basis for implementing management concerning sexual harassment	● All employees ● Female employees

Human Rights Issue	Mitigation and Compensation Measures	Applicable to
	● Provide education conduct training, and promote activities to convey the Company's zero-tolerance stance on sexual harassment. ● Employees who discover related incidents are authorized to report it according to the "Whistleblowing and Complaint Handling Regulations." Based on the investigation results, the Company will take action according to the "Discipline Management Regulations."	
Non-discrimination	● Observe the RBA Code ● Qisda has formulated the "Work Rules." The Company treats all its employees equally, and promises to prevent unfair recruitment, wages and benefits, promotions, rewards and access to training, dismissal or retirement on the basis of ethnicity, national origin, race (including indigenous peoples), social status, skin color, age, gender, sexual orientation, gender identity and expression, national or territorial origin, disability, pregnancy, religion, political affiliation, union membership, family responsibility, veteran status, genetic information or marital status and any other factors specified by law. ● There were no incidents of discrimination within the Company	● All employees ● Foreign employees

Human Rights Issue	Mitigation and Compensation Measures	Applicable to
	in 2025 ● Provide education, conduct training, and disseminate relevant information	
Freedom to choose an occupation	● Observe local labor laws and the RBA Code ● No forced labor: The Company's work rules clearly prohibit forced labor, slavery, and human trafficking. ● All employees sign the employment contract to confirm their willingness to work, eliminating any potential causes of forced labor ● Employees can terminate the labor contract at their own will ● The employment contract signed with the employee clearly states the minimum notice required for both parties to terminate the contract ● If the company's operations require mass terminations of employment, the company will provide a notice period in accordance with local laws. ● Qisda has 164 foreign migrant workers, and the Company bears all the related expenses and handling fees for them to join the Company.	● All employees ● Foreign employees ● Employees of suppliers/contractors
Young workers	● Observe local labor laws and the RBA Code	● Teenage employees

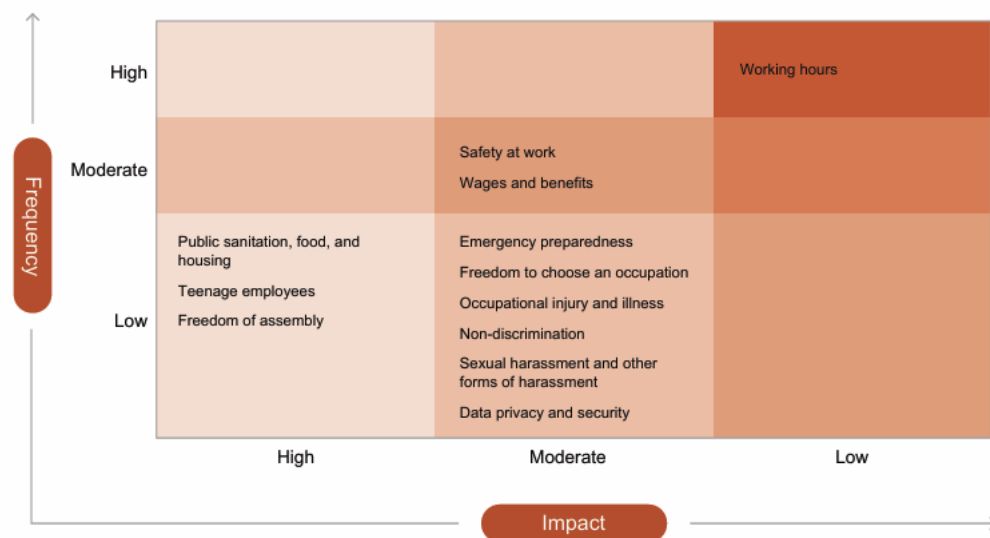
Human Rights Issue	Mitigation and Compensation Measures	Applicable to
	● Qisda has established the "Child and Youth Labor Management Regulations." The Company verifies the identity of employees during the recruitment process, and follows the above procedures to ensure that underage cooperative education students are not engaged in work that may bring risk to their safety and health. ● No child labor: The Company's work rules clearly prohibit child labor.	● Employees of suppliers/contractors
Responsible mineral procurement	● Observe the RBA Code ● Qisda establishes the "Conflict Minerals Management Instruction" as a basis for implementing management concerning this topic ● If the supplier is confirmed to have adopted a smelter that is not in the list under the Responsible Minerals Assurance Process (RMAP), it will be requested to submit an implementation plan and informed about related risks	● Employees of suppliers/contractors
Grievance mechanism: Qisda CSR mailbox: csr@Qisda.com		

III. Human Rights Due Diligence

Qisda has established a human rights due diligence mechanism. We conduct a complete human rights due diligence management cycle once a year, with the goal of identifying the impact and frequency of potential human rights issues within the scope of our own operations, discerning major human rights risk issues, and implementing risk mitigation and remedial measures. We follow up on the achievement status on a regular basis. Since 2023, we have begun to conduct human rights due diligence on joint ventures (JVs) through questionnaires. This mechanism is used to enhance human rights awareness and protect the rights and interests of the Group companies, ensuring significant human rights risks are detected and improved.

By analyzing reports of the completed RBA audit (Validated Audit Process) between 2023 and 2025, Qisda identified the impact and frequency of potential human rights topics in 2025, and further pointed out material human rights risks, such as working hours, safety at work, and wages and benefits.

- Qisda Human Rights Risk Matrix



IV. Evaluation Results Based on the Responsible Business Alliance Code of Conduct (RBA Code)

Between 2023 and 2025, Qisda's plants conducted 13 external audits under RBA, and 29 items (accounting for 2.5% of all items reviewed during the audits for the three years) were listed as risks according to the audit results. Risks falling under the "Labor" and "Health and Safety" sections, which were ranked as the top 2 sections, accounted for 58.6% and 13.8% of the overall risks respectively, while the risks categorized under the other sections totaled 27.6%.

Among the moderate and high risk items, the risk of "working hours" ranks first, accounting for 24.1%. Other topics relevant to the human rights of workers, including avoiding child labor, humane treatment, non-discrimination, and freedom of association, were found to be compliant with the RBA Code requirements.

Labor		Health and Safety		Environment, Ethics, Supply Chain Management
Freedom to choose an occupation	6.9%	Safety at Work	10.3%	27.6%
Avoidance of child labor	0.0%	Emergency Preparedness	0.0%	
Working Hours	24.1%	Occupational injury and illness	3.4%	
Wages and benefits	10.3%	Industrial hygiene	0.0%	
Humane treatment	0.0%	Physically demanding work	0.0%	
Non- discrimination	0.0%	Public sanitation, food, and housing	0.0%	

Freedom of association	0.0%	Health and safety communication	0.0%	
Management System	17.2%	Management System	3.4%	
Total	58.6%	Total	13.8%	

(I) Material topics of human rights risks in each site

The risk indicators for each factory are defined by the number of deficiencies with respect to material human rights topics identified in the RBA external audits conducted between 2023 and 2025.

Material Topics/ Plant Area	QTY	QCS	QVH
Working Hours	Low risk	High risk	Low risk
Wages and benefits	Low risk	Moderate risk	Low risk
Safety at Work	Moderate risk	Low risk	Moderate risk
Risk of material topics=Number of deficiencies in material topics / number of audits conducted by the site High risk: Number of deficiencies in material topics / number of audits conducted by the site $\geq 70\%$ Moderate risk: $70\% >$ number of deficiencies in material topics / number of audits conducted by the site $\geq 30\%$ Low risk: Number of deficiencies in material topics / number of audits conducted by the site $< 30\%$			

Mitigation and remedial measures for significant human rights risks

Human Rights Issue	Plant Area	Annual Mitigation and Remedial Measures	Results
Working Hours- Weekly working hours not exceeding 60 hours	Taoyuan, Taiwan Suzhou, China* Vietnam	To effectively manage working hours, the Suzhou, China plant has implemented multiple improvement measures: ● System management: The requirement of not exceeding 60 working hours per week has been incorporated into the Company's management requirements. ● System control: The attendance card system has been set up with advance reminders and smart system control methods to ensure that working hours do not exceed 60 hours per week. ● Education and training: The Company has communicated the above requirements to 100% of the management staff and all employees. Q4 2025: The Suzhou, China plant has achieved 100% compliance with the requirement of not exceeding 60 working hours per week.	Relevant countermeasures have been implemented
Wages and benefits	Taoyuan, Taiwan Suzhou, China* Vietnam	● Communication and training: In the payroll calculation module, the Suzhou, China plant engaged in multiple proactive communications with dispatched employees regarding the deduction of government contribution items from their wages, encouraging the dispatched employees to participate in social insurance contributions. In 2025, dispatched employees at the Suzhou, China plant have	Relevant countermeasures have been implemented

		achieved 100% social insurance contribution.	
Safety at Work	Taoyuan, Taiwan* Suzhou, China Vietnam*	● Education and training: Occupational safety and health training for new and current employees has added content on electrical safety and other high-risk topics relevant to the plants. ● System management 1. Continuously improve the content of the ISO 45001 hazard analysis and assessment forms 2. Conduct regular on-site inspections together with the person in charge of the site to reduce high-risk items related to occupational safety and health ● System optimization: Warning signs and notices are posted in the local language as well as in languages that foreign employees can understand, so that all employees can quickly receive the relevant information ● Daily management: Daily inspection patrols accurately reflect the observed risk items and provide feedback to the on-site supervisors	Relevant countermeasures have been implemented

*Based on the data of the past three years, the site is classified as a moderate-to-high risk site

Joint venture (JV) human rights management

Qisda has conducted surveys on the human rights management status of the joint ventures (JVs) through

questionnaires every year. The survey was conducted by the human rights management unit at each company, who assessed the situation of their respective company according to issues laid out in Qisda's internal human rights due diligence.

- ❑ **Distributed to: A total of 12 companies in which Qisda has an equity of more than 10%, excluding companies with less than 30 employees and investment holding companies.**
- ❑ **Response rate: Completed questionnaires were received from all 12 companies, resulting in a response rate of 100%**

❑ **Findings:**

(I) Human rights policies and practices

1. Some of our joint ventures have formulated human rights policies and publicly disclosed them to demonstrate the importance they attach to human rights.
2. All joint ventures provide channels for labor communication or anonymous grievances and provide a safe working environment for workers, with a coverage rate of 100%.
3. A total of 3 violations of labor conditions resulting in government fines occurred in 2025.
4. In 2025, a total of 2 cases of unlawful infringement at the workplace were reported (still under investigation as of the publication deadline). Qisda will continue to track and assist in making improvements.

(II) Risk assessment and mitigation and remedial measures

1. 100% of joint ventures assess their own human rights risks, identify potential risk items, and implement mitigation and remedial measures, with a coverage rate of 100%.
2. In total, the human rights risks assessed by the joint ventures identified one high risk and two moderate risks. All other topics have been evaluated as low risk.

Table: Potential Human Rights Risks of Joint Ventures

High risk	Working Hours
Moderate risk	Emergency preparedness, safety at work
Low risk	Wages and benefits, data privacy and security, freedom of assembly, occupational injury and illness, public sanitation, food, and housing, sexual harassment, non-discrimination, freedom to choose an occupation, young workers, freedom of speech and expression, religious freedom

Human rights management statistics

In 2025, Qisda assessed potential human rights issues related to its business activities (including the company itself, suppliers/contractors, and joint ventures). The statistics of human rights risks are as follows, and all mitigation and remedial measures for human rights risks have been completed.

Category	% of total assessed	% of total assessed where risks have been identified (proportion of the assessment scope defined as human rights risks)	% of human rights risks with mitigation and remedial actions taken
Qisda (Main sites: Taoyuan, Taiwan; Suzhou, China; Vietnam)	100%	2.5%	100%

Suppliers/ Contractors (Tier 1 suppliers)	100%	7.4%	100%
Joint ventures (Qisda invests more than 10%)	100%	10.1%	100%