

"People-oriented" has always been the focus of Qisda technology values. Qisda supports and follows internationally recognized human rights norms and principles, including the "United Nations Universal Declaration of Human Rights", "United Nations Global Covenant", "United Nations Guiding Principles on Business and Human Rights ", the "Declaration of Fundamental Principles and Rights of Work" issued by the International Labor Organization, and the "Responsible Business Alliance Code of Conduct". Human rights policies are formulated in accordance with the local laws and regulations of the company, and human rights protection is implemented through human rights principles "safeguard, respect, and remedy".

Scope

Qisda's human rights policy applies to our own operation and its investment companies, employees, customers, suppliers/contractors, partners, and joint ventures. We also require suppliers, contractors, partners, and joint ventures to uphold human rights to the same standards as this policy.

Implementation

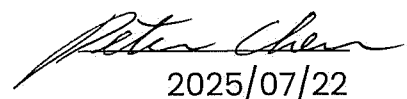
Regarding the major human rights issues of Qisda Technology, the following policies have been formulated.

- 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 adequate 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 remediation measures.

After being signed by the Chairman's representative, this policy will be promoted and implemented by the ESG Committee, with the Board of Directors serving as the highest-level decision-making and governance unit.

Chairman & CEO
Peter Chen



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