

## Human Rights commitment

"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 " And the Declaration of Fundamental Principles and Rights of Work issued by the International Labor Organization. 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, including employees, customers, suppliers, and partners. We also require our suppliers and partners 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
- Ensure equal employment opportunities
- Prohibit discrimination and harassment in any form
- Offer fair and reasonable wages and working conditions
- Respect the freedom of assembly and association among employees
- Forbid child labor and forced labor
- Pay a fair and full living wage on time
- Adhere to the values of integrity and anti-corruption, prohibit of offering bribes
- Provide stakeholders with communication channels
- Conduct human rights risk assessments and take appropriate measures to reduce impact

Chairman of the Board

Peter Chen



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