Labor Rights Management Program Formulation and Disclosure

1. Compliance with Relevant Laws and International Human Rights Conventions, Formulating Related Management Policies and Procedures

ADLINK adheres to relevant laws and international human rights conventions by establishing corresponding management policies and procedures. We align with and voluntarily follow internationally recognized human rights standards, including the "Universal Declaration of Human Rights," the "United Nations Global Compact," the "UN Guiding Principles on Business and Human Rights," and the "International Labour Organization" standards. We further align our actions with the Responsible Business Alliance (RBA) Code of Conduct, ensuring consistent commitment to the protections stipulated in these human rights conventions.

2. Establishment of Child Labor Protection Measures, Prohibiting the Employment of Workers Below the Legal Minimum Age

ADLINK is committed to strictly enforcing the "Labor Standards Act" and international corporate social responsibility standards. We have established "Prohibition of Child Labor and Remedial Procedures for Misuse," which are communicated to all employees and stakeholders. During the interview stage, we verify the age and other details of candidates through visual inspection of valid photo identification to ensure there is no falsification or impersonation before hiring.

3. Legal Compliance in Wages and Working Hours, Creating a Superior Employment Environment

ADLINK provides wage and working hour benefits that exceed legal requirements, including five additional days of fully paid sick leave, one day each for birthday and health check leave, and not obliged to work on make-up days. Employees can leave 1.5 hours earlier than their regular departure time every Friday and the day before a consecutive holiday. We also implement flexible working hours and remote work options to encourage a healthy work-life balance, fostering employee satisfaction and a positive workplace.

4. Prohibition of Forced Labor, Prohibiting the Employment of Involuntary, Enslaved, and Trafficked Workers

ADLINK has established procedures such as the "Anti-punishment, Forced Labor, and Prison Labor Management Procedures" and the "Anti-Slave Labor and Anti-Human Trafficking Management Procedures." We do not tolerate any coercive behavior or deceptive means to induce employees to work for us. We oppose and prohibit the use of slave labor and human trafficking,

and we do not procure products or services from businesses, organizations, or groups engaged in such illegal practices.

5. Zero Tolerance for Any Form of Harassment, Abuse, Exploitation, and Threats While Ensuring a Safe and Healthy Work Environment

We have implemented the "Anti-punishment, Forced Labor, and Prison Labor Management Procedures," prohibiting corporal punishment, abuse, psychological or physical repression, and verbal humiliation of employees. Employees can report related issues to management through a dedicated hotline, email, or physical suggestion boxes. We have also established the "Reports, Complaints, and Suggestions and Employee Participation and Feedback Management Procedures" to ensure the privacy and rights of whistleblowers and other involved individuals, creating a friendly workplace.

6. Prohibition of Discrimination or Differential Treatment Based on Age, Race, Social Class, Nationality, Religion, Disability, Gender, Sexual Orientation, Union Membership, or Political Affiliation in Recruitment, Promotion, Evaluation, and Other Related Employment Practices.

ADLINK respects every employee's equal employment and career development opportunities by formulating and implementing the "Anti-Discrimination Management Procedures," regarding recruitment, training, compensation, promotion, dismissal, or retirement, we do not discriminate based on age, race, social class, nationality, religion, disability, gender, sexual orientation, union membership, or political affiliation, ensuring the protection of employees' rights.

7. Respect Workers' Rights to Freedom of Association: Employees May Seek Labor Representation and Participate in Various Peaceful Assemblies According to Their Preferences

ADLINK has established the "Management Procedures for Freedom of Association," committing to respect employees' rights to belief, freedom of association, participation in social organizations, union membership, and collective bargaining. We do not interfere with, restrict, or force employees to express, promote, adhere to, or defend their ideas individually or collectively. ADLINK fully respects employees' rights to refuse or not participate in association activities.

Chairman