

Title : Guidelines for Human Rights Policy

Date : 2019.05.08 (Amended)

Article 1 (Purpose)

In order to strive to safeguard the basic human rights of employees, fulfill corporate social responsibilities, and create an environment to fully protect human rights, we recognize and support the United Nations' Universal Declaration of Human Rights, the Global Covenant, the International Labor Organization Convention and other international human rights conventions, and prevent any infringement and human rights violations. These measures are formulated to fully reflect the responsibility of respecting and protecting human rights and complying with labor-related laws and regulations.

Article 2 (Scope)

2.1 Scope of application: ALLTOP Technology Co., Ltd. and its subsidiaries (hereinafter referred to as the "Company").

Article 3 (Responsibilities)

3.1 Human Resources Department: the management unit of these regulations.

Article 4 (Definition)

None.

Article 5 (Work Content)

5.1 Support international human rights conventions:

5.1.1 In terms of human rights, the company supports the principles of the United Nations' Global Compact, supports and respects international human rights, and ensures that the company does not violate human rights. In terms of labor, in line with the goals set by the United Nations' Universal Declaration of Human Rights and the International Labor Organization Convention, any form of discrimination, forced labor and child labor are prohibited. In terms of the environment, the company is committed to providing a safe, healthy and comfortable working environment for employees, and continues to improve the safety and hygiene of the working environment in compliance with relevant laws and regulations, prevent accidents, reduce the risk of occupational disasters, ensure employee safety and promote physical and mental health.

5.2 Protection of human rights in the workplace:

5.2.1 The company implements a diverse, open and equal working environment in the workplace. There will be no differential treatment or any form of discrimination based on personal gender, sexual orientation, race, class, age, marriage, language, thought, religion, party, place of origin, place of birth,

appearance, facial features, physical or mental disabilities, or trade union membership. We should work together to create a working environment that is dignified, safe, equal and free from discrimination and harassment.

5.3 Freedom of association:

5.3.1 The company respects the right to form or join various diverse organizations. In terms of labor-management communication, smooth communication channels should be established. We also hold regular labor-management meetings to ensure the rights and interests of both employees and management, and strive to build a harmonious workplace environment.

5.4 Personal information and information security protection:

5.4.1 In order to protect human rights and privacy, the Company has established personal data and information security control mechanisms and protective measures to ensure the security of relevant data.

5.5 Human rights policy promotion:

5.5.1 In addition to actively practicing corporate social responsibility and human rights protection policies, the company also expects and requires all business partners, including suppliers, to adopt the same standards. We are jointly committed to increasing attention to human rights-related issues and the identification and management of possible risks, so as to provide employees with a fairer and safer working environment and human rights awareness.

Article 6 (Related documents)

None.

Article 7 (Attachments and Forms)

7.1 Attachments and paper forms: None.

7.2 ERP forms: None.

Article 8 (EasyFlow program details)

None.

Article 9 (Promulgate and Implement)

This guideline shall be applicable after approval by the board of directors and announcement by the document control unit.