

## TIANMA MICROELECTRONICS CO., LTD.

### Human Rights Policy

#### I. Principle

TIANMA MICROELECTRONICS CO., LTD. (referred to as "TIANMA") embraces the vision of being esteemed by society and admired by our employees while excelling as a global display industry leader. We make a public commitment to fostering an economically, socially, and environmentally harmonious and sustainable future through people-oriented and environmentally friendly practices. This Human Rights Policy aims to enhance employee value, promote a mutually beneficial environment, create a positive working and production setting, ensure equitable treatment for all employees, and guarantee that every employee is respected as they deserve.

#### II. Scope

This Policy applies to TIANMA MICROELECTRONICS CO., LTD., our wholly-owned or majority-owned subsidiaries, and directly or indirectly managed companies (collectively referred to as "TIANMA").

For suppliers, consultants, customers, and other business partners, we actively advocate and encourage their compliance with this Policy.

#### III. Reference

- Universal Declaration of Human Rights (UDHR)
- United Nations Guiding Principles on Business and Human Rights (UNGPs)
- United Nations Global Compact (UNGC)
- ILO Declaration on Fundamental Principles and Rights at Work (International Labor Organization, ILO)
- The OECD Guidelines for Multinational Enterprises (OECD Guidelines)
- Responsible Business Alliance Code of Conduct (RBA CoC)
- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- Women's Empowerment Principles (WEPs)

- Convention on the Rights of the Child (CRC)
- The International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ICMWF) The International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ICMWF)
- Laws and regulations applicable in the location of operations

#### IV. Guidelines

- Compliance and People-Oriented

We will comply with relevant national and local laws and regulations, as well as respecting internationally recognized human rights principles. To create a safe, diverse, equitable, and inclusive working environment that nurtures the potential for growth in all employees, we are committed to respecting the rights of all employees, providing equal employment opportunities, anti-discrimination and harassment, prohibiting forced labor, child labor, slave labor, and human trafficking, ensuring the freedom of association and the right to collective bargaining for employees.

- Succeed together and Win-Win

We are committed to respecting employees and their choices, valuing their opinions and suggestions, ensuring their right to be informed about the company's operations and development. Employees are expected to adhere to the company's rules and regulations, working together towards achieving the company's business goals. Simultaneously reaching the company's business goals can also assist individuals in fulfilling personal aspirations, leading to a mutually beneficial situation for both the company's business growth and employee development.

#### V. Non-discrimination

We do not tolerate discrimination. Non-discrimination will be practiced in all aspects of hiring and employment, including wages, promotions, accommodations, benefits, awards, and training opportunities. This means that individuals will not be discriminated against based on race, color, age, sex, sexual orientation, gender identity and expression, race or ethnicity, disability, pregnancy status, religious

belief, political affiliation, community membership, military service status, protected genetic information or marital status.

The recruitment process will thoroughly evaluate the qualifications of candidates to ensure fairness and equality. Both male and female employees are entitled to equal rights in employment. We do not permit to reject women or set higher recruitment standards for them based on their gender unless it is for positions deemed unsuitable for women according to state regulations.

#### **VI. Non-harassment and Non-maltreatment**

We are dedicated to creating a respectful and supportive work environment by opposing all forms of harassment and abusive behavior, including all misconduct that creates a disrespectful, intimidating, hostile, derogatory, humiliating, or disrespectful environment.

We will take all necessary measures to ensure that employees do not engage in any behavior that could be considered harassment or abuse during their work.

#### **VII. Prohibition of Forced Labor**

We do not to compromising on forced labor, wage slavery, and human trafficking. The use of force, threats, coercion, fraud, or any other restrictions on the personal freedom of employees is strictly prohibited. We will ensure that all work is voluntary.

Employees are entitled to leave with reasonable notice as required by law, and the company will not impede this right arbitrarily.

Employees are not expected to submit their government-issued identity cards and original personal identification documents.

#### **VIII. Prohibition of Child labor**

We do not allow child labor. Child labor refers to individuals under the age of 16, or those who have not completed compulsory education in their country, or are below the minimum employment age as determined by their country—whichever requirement is highest among these three.

We have established internal regulations on the Management of Child Labor

and Young Workers, as well as developed relevant policies and effective preventive measures in key areas such as employee recruitment and employment.

#### **IX. Freedom of Association and Collective Bargaining**

Employees have the right to freely and voluntarily choose whether or not to join trade unions, and they will not be compelled to do so.

Employees will have access to open channels for communicating with management regarding their working conditions.

#### **X. Occupational Health and Safety**

We highly value the health and safety of our employees and strive to provide a safe working environment for them.

We are dedicated to implementing measures such as safety management systems, occupational health management systems, hazardous chemical safety management systems, and operational processes. Furthermore, we actively promote safety training and awareness campaigns to enhance employees' understanding of safety and ensure their workplace security.

#### **XI. Wages and Welfare, Growth and Development**

Our management of salary and benefits is guided by the principles of strategic planning, efficiency, and effectiveness, as well as incentives, market orientation, and legal compliance. It is essential to comply with laws and regulations, including minimum wage standards, wage and individual income tax regulations, and statutory benefits provided by national and local governments. Clear and comprehensible salary information will be provided to employees at each payroll cycle with sufficient details for accurate remuneration calculation based on their work performed. Employees will receive fair evaluations for their contributions and be appropriately incentivized to encourage higher pay based on demonstrated value.

Priority will be given to personnel training, and diverse training activities will be

developed and implemented based on the employees' skill development needs. All employees are entitled to access the company's internal training resources, encompassing new employee orientation, pre-employment training, specialized role-based training, and on-the-job instruction.

It is prohibited from reducing female employee wages, dismissing them, or terminating their employment contract due to pregnancy, childbirth, or breastfeeding. If the employment contract expires but the period of pregnancy, childbirth, or lactation is not completed, it shall be automatically extended until the end of this period. The pregnant employee's work during pregnancy will be reasonably arranged. According to the law, medical protection such as leave and maternity allowance will be ensured for female employees during pregnancy, perinatal period and lactation period. Additionally, appropriate care facilities such as lactation rooms are provided for nursing mothers.

## **XII. Whistleblowers and Non-Retaliation**

We encourage our employees and other stakeholders who discover violations of this Policy to report in real name or anonymously. The complaint information needs to include (1) basic details about the issue, individuals involved, time, and location; and (2) any evidence related to the matter. The recipient of the complaint will respond promptly and handle it reasonably in accordance with internal procedures, taking appropriate remedial action when violations are identified.

Employees are welcome to write to the Head of the Employee Relations Team in the Human Resources Department or to the Chairman of the Labor Union to report or file a complaint.

We are committed to respecting and protecting the privacy rights of anonymous whistleblowers, ensuring the confidentiality of their complaints, and preventing any form of retaliation against any whistleblowers.

## **XIII. Review and Update**

**TIANMA will regularly review and update this Policy, and ensure its approval.**

**This Policy is made in both English and Chinese. In case of any discrepancy between the two versions, the Chinese version shall prevail.**