

Shin Kong Financial Holding Co., Ltd. Supplier ESG Commitment Letter

For the purpose of fulfilling corporate responsibilities, promoting sustainability of the environmental, social, and governance development, and protecting basic human rights in business transactions between **the undersigned _____ (hereinafter referred to as the Company)** and **Shin Kong Financial Holding Co., Ltd. (hereinafter referred to as SKFH)**, the Company agrees to abide by the "Shin Kong Financial Holding Co., Ltd. Supplier Management Regulations" and abide by the following provisions:

Article 1 Corporate Ethics:

1. The Company shall engage in related business operations in an ethical and moral manner. All employees shall avoid illegitimate conflicts of interest at work and may not engage in bribery, forgery, and various violations of ethical business practices.
2. When the Company obtains confidential information due to business needs, such information shall be properly protected, kept confidential, and legally and properly used to avoid leaks of trade secrets of the Company and its customers and personal information, causing invasion of privacy.
3. The Company undertakes to comply with the provisions of intellectual property rights and related laws.

Article 2 Employee Rights, Interests and Well-Being:

1. The Company shall protect the human rights of its employees (including third-party contracted labor and migrant worker) and treat them with integrity. The Company may neither use forced labor, or involuntary labor and child labor nor be involved in human trafficking.
2. The Company pledges that its salary policy shall comply with local laws and regulations. Employees' salaries may not be lower than the minimum wage and they are entitled to statutory benefits, reasonable rest hours, and overtime pay.
3. The Company shall provide a workplace with humane treatment to protect employees from physical or verbal harassment, insult, corporal punishment, mental or physical coercion, or threats.
4. The Company shall provide employees with a safe and healthy workplace and abide by local laws and regulations for labor safety and health. It shall also reduce the dangers and potential hazardous factors in the work environment to prevent occupational disasters.
5. The Company shall create an equal and inclusive workplace based on the principle of equal remuneration. The Company shall not discriminate against employees or treat them differently based on race/ethnicity, nationality, skin color, gender, religion, age, health status, political views, marital status, pregnancy, or other factors for hiring, promotion, training, or rewards.
6. The Company respects employees' rights, including the freedom of association,

participation in unions or collective bargaining, seeking representative qualifications, and participation in labor committees in accordance with local laws.

Article 3 Environmental Protection:

1. Related materials used by the Company in business operations must meet the principles for the protection of natural resources. If all product quality requirements are met, the Company shall prioritize the purchase of recycled materials or those that can be used repeatedly to reduce the negative impact on the environment and to avoid the use of substances that are hazardous to the environment.
2. The Company shall identify and manage substances that may be released into the environment and cause hazardous effects. The Company shall uphold its duties for the protection and management of the environment in the process of production, storage, and waste processing to reduce the risk of environmental pollution and to maintain the rights and interests of local communities.
3. The Company voluntarily plans the inventory and management of greenhouse gas emissions, evaluates related risks and opportunities, and plans related carbon management measures, so as to reduce the impact on the environment.

Article 4 This Commitment Letter is applicable to the supply relationship between the Company and SKFH and shall be regarded as a part of the supply contract. If the Company violates the aforementioned regulations, it shall make corrections immediately. Where the Company fails to make corrections or the violations are deemed serious, SKFH may rescind or terminate the contracts with the Company whenever necessary.

To:

Shin Kong Financial Holding Co., Ltd.

[Signature]

Representative: _____

Person in Charge: _____

Unified Business No. (Not required):

Address:

Telephone:

Date: (Y) (M) (D)