

## Human Rights Policy Statement

Voltronic Power complies with the labor laws and regulations in various countries and regions, supporting and abiding by international human rights conventions such as the “International Bill of Human Rights” , the Guiding Principles of Business and Human Rights of the United Nations and the “International Labor Organization’ s Declaration on Fundamental Principles and Rights at Work” , we formulate the “Voltronic Power 's Responsibility Policy of Respecting Human Rights” , which guarantees the following basic rights: a) Freedom of association and collective bargaining; b) Free choice of employment and prohibition of forced labor; c) Equal employment and equal remuneration for men and women for equal work; d) Prohibition of the use of child labor; e) Reasonable working conditions (including wages, working hours, rest, vacation and occupational safety and health).

Statement 1: Support and respect the protection of internationally recognized human rights;

Statement 2: Never go hand in hand with human rights abusers;

Statement 3: Strongly support the freedom of association and recognize the right of collective bargaining;

Statement 4: Eliminate all forms of forced or compulsory labor;

Statement 5: Actual and effective abolition of child labor;

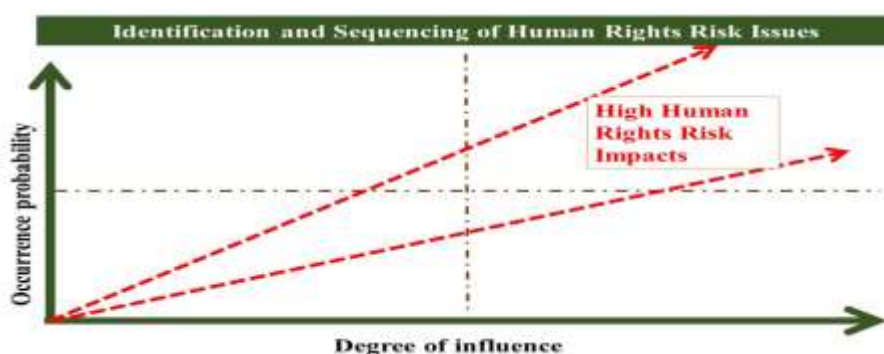
Statement 6: Eliminate discrimination related to work and occupation.

Voltronic Power Technology Corp.

Chairman cum General Manager: Hsieh Juor-Ming

## Human rights risk identification and due diligence process

A risk map of human rights issues with significant negative impacts will be prepared on two axes: probability of occurrence and degree of impact. Human rights risk identification and due diligence are carried out on a regular basis every year.



## Employee Benefits

### Employee welfare measures

In addition to labor and health insurance and pension contributions as required by laws, the Company provides allowance for the following: travel expenses, year-end banquets, year-end bonuses, Labor Day gift benefit, Mid-Autumn Festival gift benefit, subsidies for weddings, funerals, hospital stays, childbirths, group insurance, training and education, assistance in health management and emergency loans. Meanwhile, we have set up the Employee Benefits Committee to take care of employees. The Company pays attention to the health and safety of our employees and work environment. We arrange health check-ups for employees at a standard higher than required by the Labor Standards Act. We also offer on-the-job education programs regarding health and safety, such as health management, respiratory infection and fire prevention. We also incorporate modules such as first aid, emergency responses, and traffic safety, to enhance our employees' awareness of occupational health and safety. °

Occupational safety education and training : The training time per capita is 1 hour

Voltronic Power's employees remuneration policy, is to strictly enforce the policies of "equal pay for work of equal value " and "gender equality", all important operational locations and employee categories, regardless of gender, the ratios of the standard basic salary to the local legal minimum salary all are 100% above (contain); the ratio of basic salary and remuneration of women to men is 100:100.

### Employee education and training

The Company has established management procedures for employee education and training, to develop employees' knowledge and skills, so they can perform their functions, increase work efficiency, to ensure work quality, and achieve The Company' s goal of sustainable operation and development. Other than education and training for new employees, to help new employees quickly merge into the organizational team. Managers and employees of each department, in responding to the operating condition of The Company, can request special program, sponsorship for companywide or department-wide, international or domestic training courses and seminars, to improve employees' expertise and core competencies, and strengthen the channel for employees to receive complete training and advanced studies.

### Employee Development Programs

Provide two examples of employee development programs in company that have been developed to upgrade and improve employee skills. Provide a brief description of the business benefits for each program and, where possible, provide a quantitative measure of the positive impact that these programs have had on business (e.g. increase in employee engagement, productivity, cost reduction or revenue generation).

Employee Development Program,	Description of business benefits	Quantitative impact of business benefits	% of FTEs that participated in this
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specify two different examples:		(monetary or non-monetary)	program
Through regular meeting reviews and training, marketing department employees can develop business and maintain customer capabilities, and combine with key performance indicators of employees.	Increase revenue	Sales revenue grew by 5.54% in 2020.	FTEs in marketing departments: 100% participation
Taiwan's R&D department: Invite professional consultants to the company every week, to give professional guidance on the hardware design of the product industry, the components, circuits, etc..."	Enhancing R&D capabilities	Continuous development of new products every year	FTEs in Taiwan R&D departments: 60% participation

#### Training & Development Inputs

Average hours per FTE of training and development	18.5 hrs
Average amount spent per FTE on training and development. Currency:NT	14,245
Percentage of open positions filled by internal candidates	( Non-productive sector )

#### **Retirement system and implementation status**

Starting on July 1, 2005, implemented the (new system) of labor pension regulation. The Company was founded in 2008, all employees are applicable to the new system of labor pension regulations, adopting a predefined contribution system, according to the provisions of labor pension Act of the Company, no less than 6% of monthly salary are to be transferred or saved toward the individual special account of retired labor in Bureau of Labor Insurance.

#### **Work environment and safeguarding of employee personal safety**

The Company complies truthfully to the following relevant provisions: Labor Safety and Health Act and its detailed rules for implementation, Labor Safety and Sanitation Rules, Labor Inspection Act and its detailed rules for implementation, Review and inspection scheme of Hazardous workplace, strengthen operating key points of labor safety and health management, labor standards law and its detailed rules for implementation, safe

sanitary facilities standards. Also, The Company strictly adheres to Employment Services Act, The Workplace Gender Equality Act, etc. and related regulations, and clearly indicated in work regulations that “the hiring of employees is based on the conditions of knowledge, integrity, ability, experience, and suitable for jobs and work as the principle.” During employee’s work in the Company, the Company adheres to, complies with various regulations and work rules. Treat every employee equally, set prevention measures for sexual harassment, to ensure gender equality, without discrimination.

In 2020, to ensure the safety of our employees and responding to UN SDGs concerning epidemic prevention, the company has drafted the "Epidemic Prevention Management Operation” in responds to the New Coronary Pneumonia COVID-19. The aim was to effectively prevent the spread of the virus and protect the well-being of our employees. Implementation: Daily measurement of body temperature for employees and incoming visitors. health declarations, employee occupational safety and health education and training, and to prevent group gatherings. Through the company’s information network, employees are provided with health guidelines and up-to-date information such as personal hygiene and recommended safety precautions.

Voltronic Power's main occupational health and safety management work are summarized as follows:

significant locations of operation	Taiwan Region	China Region	Vietnam Region
Discussion topic	Holding employers and employees meeting to follow the most updated Occupational Safety and Health Act.	introduce OHSAS18001	Follow the occupational safety and health law issued in 2016
Percentage of employee representative	60 % employee representative number : 3 employers and employees meeting total number : 5	not applicable	not applicable

Indicate below to what extent company reports on social Key Performance Indicators (KPIs) in the public domain and provide the targets linked to these indicators. The Annual Report, Sustainability Report and corporate website are considered external communication sources. If available, select KPIs with at least three years of history, well defined targets and clear reporting on progress towards these targets.

	Specify the KPI	Specify the target that is linked to the KPI
KPI 1	KPI : Prohibition of child labor	Target: No child labor Target year: Annually Ongoing
KPI 2	KPI : Safety and Health	Target: The Lost-Time Injury Frequency Rate (LTIFR) and the Occupational Illness Frequency Rate (OIFR) of employees all were below 2.

		Target year: Achieved in 2019 , 2020 , and 2021
KPI 3	KPI : GenderEquality	Target year: Achieved in 2021 One -third or more of all directors are female(and at least one female non-independent director and two female independent director).

#### Diversity of governance bodies and employees

##### Workforce Breakdown: Gender

Diversity Indicator	Percentage ( 0-100% )
Share of women in total workforce (as % of total workforce)	37.65%
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	49.49%
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	44.65%
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	22.22%
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	75%
Share of women in STEM-related positions (as % of total STEM positions) STEM : Science 、 Technology 、 Engineering 、 Mathematics	4%

#### Freedom of Association

Region	% of employees represented by an independent trade union or covered by collective bargaining agreements:	Explanation
China	100%	Voltronic Power has set up an independent trade union representative in China and Vietnam, and all incumbency full-time employees participate in the union.
Taiwan	0%	
Vietnam	100%	
Total	95.29%	