

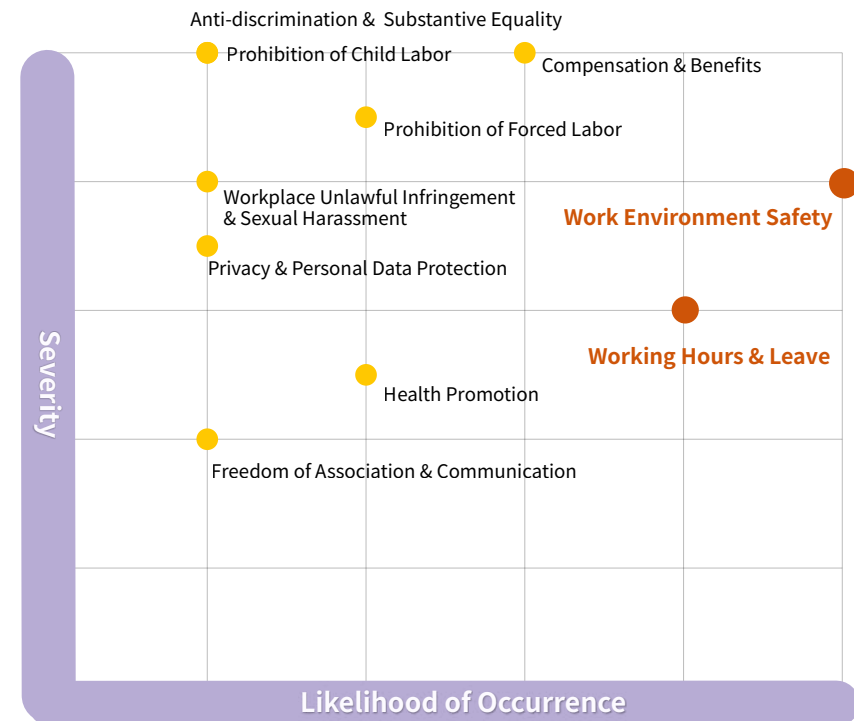
6.1 Human Rights Protection

Hon Chuan regards talent as its most valuable asset and integrates diversity, equity, and inclusion (DEI) into its management policies under the principle of shared growth. The Company has established a Human Rights Policy in line with the Universal Declaration of Human Rights, the United Nations Global Compact, and the Core Conventions of the International Labour Organization, and promotes fair employment, career development, diverse communication, and mandatory human rights training for new employees to build a workplace of trust, respect, and belonging.

The 2025 human rights risk identification results showed that Hon Chuan's key human rights issues were "Work Environment Safety" and "Working Hours & Leave." The Company will continue to enhance resources and systematic training to mitigate potential risks and safeguard employees' rights.

Human Rights Due Diligence Process

- 01 Identify Issues**
 Identify key internal and external stakeholders and prioritize issues based on risk severity and likelihood
- 02 Establish Risk Mitigation Policies**
 Regularly disclose human rights assessment results and update the progress of risk identification and management
- 03 Improvement and Tracking**
 Continuously improve risk identification methods and measures based on stakeholder feedback to ensure risk management aligns with environmental needs
- 04 Regular Review and Optimization**
 Update the risk registry every two years to comprehensively reflect changes in risks



2025 Human Rights and Labor Rights Impact Management

Stakeholder	Issue	Impact Consideration	Risk Mitigation Measures
Employees	Prohibition of Child Labor	Child labor affects children's education and community development	Verify applicants' age and prohibit child labor in internal regulations
	Prohibition of Forced Labor	Excessive working hours may increase fatigue and occupational accident risks	Define working hour rules, manage shifts systematically, and set alerts for abnormalities
	Working Hours & Leave	Excessive fatigue is a primary cause of occupational accidents. Reasonable working hours and leave can lower the risk of overwork and workplace accidents	Clearly define standard and extended working hour guidelines, control shift scheduling through a system, and set automatic alerts for anomalies
	Anti-discrimination & Substantive Equality	Discrimination may affect workplace fairness and inclusion	Ensure fair recruitment, employment, promotion, and performance management
	Compensation & Benefits	Competitive compensation and benefits support employees' financial stability	Conduct regular salary and promotion reviews and provide employee welfare programs
	Work Environment Safety	Unsafe workplaces may cause injuries, illness, or operational disruption	Implement OHS procedures, maintain ISO 45001 certification, and conduct regular reviews
	Health Promotion	Poor health may affect employee well-being and work performance	Provide health checks and health management programs based on employee needs
	Workplace Unlawful Infringement & Sexual Harassment	Such incidents may cause psychological harm and reduce work efficiency	Establish prevention, grievance, investigation, corrective, and disciplinary mechanisms
	Freedom of Association & Communication	Communication gaps may reduce trust and psychological safety	Respect freedom of association and provide communication and grievance channels
	Privacy & Personal Data Protection	Data leakage may expose employees to harassment or fraud risks	Manage personal data in accordance with laws and internal security requirements