



Human Rights Policy

At SAS, we strongly believe in respecting our employees and implementing a people-oriented approach. This means adhering to the laws and regulations of our business locations worldwide and safeguarding the rights and interests of all employees, including full-time, contract, and temporary personnel, interns, and job seekers. To ensure consistency in our commitment to human rights, we promote cooperation among our supply chain partners and implement the same standards across all our operational activities.

We support the spirit of human rights protection outlined in international conventions and standards such as the *Universal Declaration of Human Rights (UDHR)*, the *United Nations Global Compact (UNGC)*, the *International Labour Organization (ILO) Conventions*, the *United Nations Guiding Principles on Business and Human Rights (UNGPs)* and the *Responsible Business Alliance Code of Conduct (RBA)*, and abide by relevant labor laws and regulations. Our ultimate goal is to create a safe, equal, and dignified working environment for everyone.

To uphold our commitment to human rights, we have established the following policies:

1. Creating diversity, inclusiveness, and equal opportunities and prohibiting all forms of discrimination regardless of gender or sexual orientation, race, nationality, class, age, marriage, language, thought, religion, party affiliation, place of origin, place of birth, appearance, facial features, or handicap.
2. Prohibit human trafficking, forced labor and child labor.
3. Establish a safe and healthy working environment. Prohibit any forms of harassment and inhumane treatment.
4. Provide fair and reasonable wages and working conditions.
5. Provide a channel and environment for free expression of opinions and respecting employees' right to freedom of association.

Chairperson

A handwritten signature in black ink that reads 'Denis Hsu'.

May 30th, 2024