

## Statement of Commitment to Human Rights and Environmental Sustainability

We, \_\_\_\_\_ Company, as a supplier/other business partner of Taiwan Business Bank Co., Ltd. (hereinafter referred to as the “Bank”), based on the goal of upholding basic human rights and promoting environmental sustainability, hereby agree to sign this Statement of Commitment, which serves as an appendix to the Contract already signed. The contents are as follows:

Article I The Company shall comply with relevant labor laws and adhere to the norms related to safeguarding employee rights under international human rights conventions, such as gender equality, job security, and prohibition of discrimination. We confirm that our human resources policies do not discriminate based on gender, race, social class, age, or other factors and aim to ensure equality and fairness in employment, working conditions, compensation, benefits, training, performance evaluations, and promotion opportunities.

Article II The Company shall establish appropriate management methods and procedures to prohibit the employment of child labor under the age of 16 and eliminate all forms of forced labor. We shall not engage in any practices that harm the basic rights of workers based on gender, race, religion, marital status, or other factors. We shall provide a safe and healthy working environment for our employees and strive to reduce factors that pose hazards to their safety and health, thus preventing occupational accidents.

Article III The Company shall comply with environmental regulations and relevant international guidelines, ensuring proper protection of the natural environment. In conducting business activities, we shall commit to the goal of environmental sustainability.

Article IV The Company shall make efforts to minimize energy consumption and greenhouse gas emissions in our operations, as well as avoid causing pollution to water, air, and land. We shall actively reduce any adverse impacts on the environment.

Sincerely,

Taiwan Business Bank Co., Ltd.

Signatory:

Representative:

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