



O-Bank Co., Ltd. Human Rights Policy

O-Bank Co., Ltd. (hereinafter “the Bank”) hereby adopts this Policy to fully honor its commitment to protecting the basic human rights of all employees, clients, and stakeholders, creating a workplace that treasures personal dignity and value, and endorsing and complying with such international human rights norms as the Universal Declaration of Human Rights, United Nations Global Compact, ILO Conventions, United Nations Guiding Principles on Business and Human Rights, and Declaration of Fundamental Principles and Rights at Work. Meanwhile, the Bank is set to faithfully abide by Taiwan’s Labor Standards Act, Act of Gender Equality in Employment, and other applicable laws and regulations and put in place appropriate management methods and procedures, thereby preventing any conduct that infringes or violates human rights and ensuring that all related parties inside and outside the Bank are treated with fairness and dignity.

1. Respect human rights in the workplace

Implement workplace diversity and never engage in any form of differential treatment or discrimination on the basis of gender, sexual orientation, race, skin color, class, age, marital status, language, ideology, religion, political affiliation, ancestral origin, appearance, or, disability.

2. Establish a safe labor environment

Vigorously promote workplace diversity and equal rights. Faithfully abide by the labor and gender equality laws and regulations of the places where the Bank operates. Provide employees with an equal, safe, and healthy workplace that ensures employee safety and health, both physical and mental. Prohibit forced labor, child labor, discrimination, harassment, or any other form of unfair treatment.

3. Protect personal privacy

Uphold and protect the privacy of clients and all other stakeholders by implementing a personal information management mechanism applicable to information systems, internet applications, and the information thus stored, processed, transmitted, or disclosed as well as adopting related security and control measures to prevent damage, theft, disclosure, alteration, misuse, or infringement of such. Comply with specialized requirements over information security management systems and bolster information security awareness to ensure the security of personal information.

4. Offer multiple communication channels

Build friendly labor-management relations in a harmonious workplace by setting up a mailbox for employees to file complaints or other concerns. Items for labor-management communication shall be specified in internal regulations, including a quarterly labor-management conference and incentives for employees to make suggestions. An effective complaint system shall be put in place to ensure employee rights. Communication channels and platforms shall also be made available to stakeholders in order for their opinions to be heard and responded to.

5. Support freedom of association

Respect the right of employees to organize and join all manner of organizations. Vigorously encourage employees to set up or join a diverse range of such organizations, thereby creating a workplace that offers work-life balance.

6. Promote Multiculturalism

Create a diverse and inclusive workplace with a view to respecting individual differences. The promoting workplace diversity plan is coordinated and supervised by the Bank's President to shape an inclusive corporate culture.

The Bank is committed to the ideal of "benefitting others to fulfill oneself" and firmly believes that respecting and protecting human rights is the bedrock of sustainable development. All employees and business partners are thus urged to jointly observe the principles listed above and work together toward a brighter future of the financial services industry.

Amendment Record:

Implementation upon approval by the Chairman on March 27, 2018.

Amendment upon approval by the Chairman on August 17, 2020.

Amendment upon approval by the Chairman on April 23, 2021.