

## O-Bank Co., Ltd. Supplier Sustainability Standards

Amended and approved by the Board of Directors on June 27, 2024.

### **Article I. Purposes**

To realize corporate sustainable operation, we expect our suppliers to jointly promote sustainable development in three major aspects: environmental protection, social responsibility and corporate governance. This Standards is established in accordance with our Sustainable Development Best Practice Principles.

### **Article II. Application Scope and Target**

The applicable suppliers under the Standards shall mean the targets from which O-Bank receives goods and services.

### **Article III. Labor rights and human rights**

Suppliers shall comply with the laws and regulations of the locations where their labor is located and respect internationally recognized basic labor human rights (including but not limited to the United Nations Universal Declaration of Human Rights, the Guiding Principles on Business and Human Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work).

- (I) Prohibition of human trafficking: It is prohibited to engage in human trafficking and hiring human traffickers.
- (II) Prohibition of forced labor, corporal punishment, and inappropriate discipline: No forced labor by use of any illegal methods, such as rape, coercion, detention, or others; prohibition of any form of corporal punishment, inappropriate discipline, sexual exploitation, or other forms of slavery.
- (III) Prohibition of employment of child labor: Comply with relevant international standards and domestic laws and regulations, and strictly prohibit the employment of child laborers under the age of 16.
- (IV) Freedom of association: Employees have the right to freedom of association to collectively express, negotiate, pursue and defend the common interests, such as the right to form trade unions.

- (V) Right to collective bargaining: Employees have the right to collective bargaining with their employers to implement their human rights, freedom, and autonomy, and to give employees the opportunity to influence the formulation of workplace rules.
- (VI) Equal pay for equal work: Wages shall not be less than the minimum wage to ensure equal opportunities for remuneration, training, and promotions.
- (VII) Prohibition of employment discrimination: No differential treatment or discrimination in any form may be imposed on the basis of gender, sexual orientation, race, skin color, class, age, marital status, language, thought, religion, political party, nationality, appearance, disability, etc.
- (VIII) Protecting the rights to subsistence and health of local residents: Corporate operations and provision of goods and services comply with local laws and regulations and do not impact on local residents' right of existence and right to health.

#### **Article IV. Labor Occupational Safety and Health**

Suppliers shall comply with the laws and regulations related to labor health and occupational safety and health, provide a sound working environment for the employees, and protect the safety and health of the employees.

- (I) Occupational safety: Suppliers shall provide their employees with a safe and healthy work environment, and pay attention to the potential occupational safety risks in daily operating procedures and the environment. Suppliers shall carry out preventive promotion, correct management measures and provide Personnel Protective Equipment (PPE) to prevent and reduce the impact of hazards.
- (II) Training and preventive measures: Suppliers shall provide employees with regular occupational safety and health training and measures, such as notification procedures, escape plans, and fire drills to improve their disaster response and emergency care capabilities.
- (III) Occupational injuries and diseases: Suppliers shall systematically manage, track, and report occupational safety and health-related incidents, regularly record the types and

causes of occupational injuries and diseases occurred to employees, and provide necessary treatment and counseling to assist employees in their recovery and return to work.

**Article V. Environmental sustainability**

Suppliers shall pay attention to environmental protection and comply with relevant laws and regulations. Promote policies related to sustainable procurement, green procurement, and local procurement, and create a sustainable supply chain to reduce the impact and pollution on the natural environment.

- (I) Energy conservation: Suppliers shall reduce all forms of resource waste, which may be achieved by adopting energy-saving measures or recycling.
- (II) Environmental protection: Suppliers shall obtain the relevant environmental protection permit for the waste gas, wastewater, waste, toxic and Concerned Chemical Substances (CSS) emitted from the business activities and implement in accordance to the relevant environmental protection permit and relevant laws and regulations.
- (III) Greenhouse Gas Reduction: Suppliers shall implement energy conservation and carbon reduction programs in response to the impact of climate change to reduce greenhouse gas emissions.
- (IV) Green procurement and local procurement: When purchasing, suppliers shall give priority to products with relevant green mark certifications and make local procurement to reduce the impact on the environment during product manufacturing and transportation.

**Article VI. Ethical Corporate Management**

Suppliers shall uphold the principles of ethical corporate management based on the principles of integrity, transparency, and responsible management.

- (I) Prohibition of Illegal Behavior: Suppliers are strictly prohibited from offering or accepting bribes, providing illegal political contributions, inappropriate charitable donations or sponsorships, and providing or accepting inappropriate gifts, hospitality, or other undue or improper advantages.
- (II) Protection of intellectual property rights: Suppliers shall not

infringe trade secrets, trademark rights, patent rights, copyrights, or other intellectual property rights.

- (III) Fair competition: Suppliers shall avoid engaging in unfair competition behaviors.
- (IV) No infringement on another person's rights: Suppliers shall not directly or indirectly harm the rights, health, and safety of consumers or other stakeholders when developing, purchasing, manufacturing, offering, or selling their products and services.

#### **Article VII. Supplier management**

When conducting procurements for business purposes, we should assess whether the suppliers have a record of unfavorable environmental, social and corporate governance, and avoid transactions with suppliers who are in violation of the Bank's sustainable development policy. If suppliers are involved in the violation of the Bank's "Sustainable Development Best Practice Principles", "Directions for Administration of Implementation of Corporate Social Responsibilities by Suppliers", and this Standards, the Company has the right to terminate the contract at any time if there is a significant impact on the environment and society of the source community.

The Bank shall establish supplier ESG risk assessment standards and regularly track and review supplier risk classification. The ESG risk assessment standards and risk classification of suppliers, improvement notices and provision of guidance and assistance for suppliers with high ESG risks shall be provided separately established in the Bank's "Directions for Administration of Implementation of Corporate Social Responsibilities by Suppliers".

#### **Article VIII. Implementation and Amendment**

The Standards and any amendment hereto are to be implemented after being ratified by the Board of Directors.