**Mega Financial Holding Company Ltd., Human Rights Policy**

Formulated at the 4th meeting of the 7th Board of Directors on September 25, 2018

Amended at the 7th meeting of the 8th Board of Directors on December 28, 2021

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| Article 1 | (Formulation purpose)In order to fulfill the corporate social responsibility and protect the basic human rights of employees, customers and other stakeholders, this policy is formulated with reference to relevant norms such as the United Nations Universal Declaration of Human Rights, the United Nations Global Compact and the United Nations International Labor Organization, and the United Nations Guiding Principles on Business and Human Rights. |
| Article 1-1 | (Responsible unit)The responsible unit of this policy shall be the Administration Department |
| Article 2 | (Scope of application)This policy applies to the Company and its subsidiaries, and its suppliers and cooperating business partners must also comply with this Policy. |
| Article 3 | (Strictly abide by labor related laws and regulations)The company strictly abides by the labor related laws and regulations of the government, forbids any form of discrimination, and forbids forced labor and child labor, and human trafficking. |
| Article 4 | (Provide safe and healthy working environment)The company abides by the relevant laws and regulations on occupational safety and health, continuously improves the safety and health of the working environment, reduces the risk of occupational disaster, ensures the safety of employees and promotes their physical and mental health. |
| Article 5 | (Building a pluralistic and fair workplace)The company implements the principle of diversity and inclusiveness, and does not discriminate or unfairly treat employees in terms of hiring, (equal remuneration), benefits, or promotion because of their nationality, race, class, language, ideology, religion, party, native place, place of birth, gender, sexual orientation, age, marriage, appearance, facial features, physical and mental disabilities, etc. |
| Article 6 | (Respect for freedom of assembly and association)The company respects employees’ freedom of assembly and collective bargaining, regularly holds labor-management conferences, maintains smooth communication channels with employees, and is committed to building a harmonious workplace environment. |
| Article 7 | (Privacy protection)The company protects the privacy rights of employees, customers and other stakeholders, and ensures that the collection, processing and utilization of personal data comply with laws and regulations. |
| Article 8 | (Human rights risk due diligence investigation)In view of international human rights trends, this Company has established human rights risk due diligence investigation procedures, and assesses human rights issues and possible impacts in an effort to reduce the risk of potential dangers and promote positive social development. |
| Article 9 | (Matters not Covered)Matters not covered in this policy shall be subject to the laws and regulations of the competent authority and the relevant provisions of the company. |
| Article 10 | (Implementation and amendment)This policy will be implemented and will be amended after being approved by the Board of Directors, and the same shall apply when it is amended or repealed. |
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