

# KGI Financial Holding Co., Ltd.

## Supplier Sustainability Management Guidelines

Controlling Unit: Operations and Sustainability Dept. Procurement Team.

Original Release Date: 2016.07.25

Amendment Release Date: 2026.02.12

1. The Company is long-term committed to environmental protection, reducing carbon emissions, and creating a clean energy environment to maintain sustainability. To fulfill its social responsibility, and to jointly adhere to labor rights protection, environmental preservation, ethical business conduct, and other standards with its suppliers, the Company aims to promote a sustainable ecosystem, thus facilitating balanced and sustainable economic, social, and environmental development. The guidelines have been established these purposes.

### **2. Scope of Application and Management Principles:**

- I. The term "supplier" herein refers to suppliers (including contractors and corporate entities) that engage with the Company's procurement in accordance with the Company's "Procurement Management Operational Guidelines".
- II. The Company promotes relevant laws and regulations or major topics regarding labor rights, occupational safety and health, environmental protection, and integrity management and ethical standards to suppliers. Where a single contract signed with the Company by a supplier exceeds NT\$1,000,000, the Company may request the supplier to sign a "Supplier Sustainability Responsibility Commitment Letter" (hereinafter referred to as the "Commitment Letter", as attached). Other suppliers are also encouraged to sign such Commitment Letter as appropriate to transaction circumstances.
- III. When necessary, the Company may conduct due diligence, on-site inspections, and other methods to understand the supplier's awareness, measures, and performance relating to corporate sustainability development.
- IV. If a supplier is involved in violations of its sustainability commitments (including but not limited to labor rights protection, environmental preservation, and consumer protection) with significant impact on the environment and society, or is involved in serious dishonest conduct, the Company may, in accordance with the contract, terminate or rescind the contract, seek compensation, or suspend business dealings and take other management measures.

### **3. Advocacy for Labor Human Rights and Occupational Safety and Health :**

- I. Any form of discrimination is prohibited, and equal pay for equal work, non-discrimination, no bullying, no harassment, and a diverse and equitable work environment must be implemented.
- II. Employment of child labor and forced labor is prohibited.
- III. The right to freedom of association and collective bargaining shall be respected. If a supplier needs to implement a mass redundancy, it shall provide advance notification in accordance with relevant labor laws and report to local competent authorities.
- IV. Compliance with regulations relating to workers' health and occupational safety and health is required to align with the Company's human rights policy and obey the Company's occupational safety, health and environmental management standards.
- V. Emphasis should be placed on information security, personal data protection, privacy protection, work-life balance, and providing employees with paid annual leave.

### **4. Environmental Protection Advocacy:**

- I. Suppliers should value environmental protection and energy-saving issues, support climate transition, foster a corporate culture of sustainable environmental development, and strive to care for the earth, cherish resources, and promote environmental protection and energy-saving.
- II. Suppliers should pay attention to avoiding significant negative impact on the environment or violations of environmental protection regulations in order to comply with the Company's environmental protection policies and advocacy.

**5. Advocacy for Integrity Management and Ethical Standards:**

- I. Suppliers should comply with the Company's integrity management guidelines (including but not limited to honest business operations, fair trading, disclosure of information, avoidance of improper gains and false advertising, etc.), as well as comply with relevant regulations on intellectual property rights and consumer protection.
  - II. When entering into contracts with the Company, suppliers shall adhere to the principle of integrity management, conduct transactions openly and transparently, in accordance with the Company's integrity management policy.
6. These guidelines shall be implemented upon approval by the President and shall take effect from the date of release. Amendments shall follow the same procedure.

**KGI Financial Holding Co., Ltd.**  
**Supplier Sustainability Responsibility Letter of Commitment**

Amendment Date: 2026.02.12

The undersigned, when providing products or services to KGI Financial Holdings Co., Ltd. (hereinafter referred to as "the Company") present and future, commits to comply with the following regulations and shall advocate among its employees and cooperative manufacturers to jointly promote a sustainable ecosystem, in order to facilitate balanced and sustainable development of the economy, society, and environmental ecology.

**1. Principle of Practice:**

- I. Willing to follow the Company's supplier sustainability-related policies, norms, and advocacy published on your corporate website (<https://www.kgi.com>) and other locations.
- II. Agrees that, within the scope of transaction collaboration with the Company, the Company may, when necessary, conduct due diligence, on-site inspections, interviews and follow-ups to understand the undersigned's awareness, measures, and performance relating to corporate sustainability development.
- III. When signing contracts with the Company, compliance with corporate sustainability development-related policies may be included, including but not limited to compliance with labor human rights and occupational safety and health, environmental protection, integrity management, and ethical standards. If the undersigned violates the contents of this Letter of Commitment, and it is verified to have caused significant impact on the environment and society or ascertained to have engaged in major dishonest behavior, the Company may terminate/rescind the contract, claim damages as stipulated, suspend transaction dealings, or take other management measures as provided in the contract.

**2. Labor Rights and Occupational Safety and Health:**

- I. Agrees to comply with labor-related laws and the fundamental principles of international human rights conventions (including but not limited to non-discrimination, anti-bullying, anti-harassment, and a diverse and equal working environment), to protect the legitimate rights and interests of employees, values human dignity, personal data protection, privacy protection, and information security.
- II. Prohibits child labor, human trafficking, and avoids all forms of forced labor and violations of fundamental labor rights. Salaries, working hours (such as overtime, maximum working hours), and leave systems (such as paid annual leave) shall comply with legal requirements. Avoids excessive overtime, and emphasizes work-life balance.
- III. Commits to employment policies without discrimination based on gender, race, age, marital status, family status, etc.; focuses on the rights of vulnerable groups (such as dispatched workers, migrant workers, indigenous peoples, etc.), implements equal pay for equal work, and ensures equality in employment conditions, training, and promotion opportunities.
- IV. Respects freedom of association and rights to negotiation and collective bargaining rights, and value employer-employee relations. In case of mass redundancies, prior notice will be given in accordance with labor-related laws and reported to the local competent authorities.
- V. Strives to provide a healthy and safe workplace for workers that complies with labor health and occupational safety and health-related laws, and agrees to abide by the Company's occupational safety and health and environmental management regulations.

**3. Environmental Protection:**

- I. Cares for the earth, cherishes resources, establishes environmental policies and measures, and supports climate transition to foster a corporate culture of sustainable development. Values the impact of procurement activities on supply source communities, the natural environment, and society. Strives to obtain environmental labels, ISO certifications (such as ISO 14001, ISO 50001, ISO 14064, ISO 14067, and ISO 45001, etc.), and, if applicable, encourages upstream suppliers in the supply chain to adopt the aforementioned climate transition-supporting measures.
- II. Reduces all forms of waste, including but not limited to water resources and energy. Uses energy-saving equipment and measures in equipment management, maintenance, and manufacturing processes, or achieves energy conservation and carbon reduction through recycling, reuse, and alternative materials.
- III. Reduces emissions and properly handles pollutants, toxic substances, and waste. Waste disposal shall comply with relevant laws to minimize impact or harm to the natural environment.

**4. Integrity Management and Ethics Standards:**

- I. Will comply with the Company's integrity management and ethical standards (including but not limited to honest business operations, fair trading, disclosure of information, avoidance of improper benefits, bribery and acceptance of bribes, improper donations or sponsorships, unfair competition, disclosure or inquiry of the Company's confidential information, false advertising, etc.), comply with intellectual property rights and consumer protection regulations, and refer to the "RBA Responsible Business Alliance Code of Conduct" to establish responsible mineral procurement management processes.
- II. Based on the principle of integrity management, will conduct transactions in an open and transparent manner. If involved in dishonest conduct of serious nature, the Company may suspend dealings with the undersigned and may list the undersigned as a rejected business partner.
- III. Hereby declares that the Company has fully explained its integrity management-related policies and regulations to the undersigned, and explicitly refuses to directly or indirectly provide, promise, request, or accept any form or nominal of improper benefits.

**To: KGI Financial Holding Co., Ltd.**

The Undersigned: \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
(Name of supplier)

