

Letter of Undertaking regarding Sustainability for Suppliers

Announced Date : 2024.10.14

The Undersigned (“we” or “us”) hereby agrees to, when providing products or services to KGI Financial Holding Co., Ltd. (“KGI Financial”), follow the provisions and undertakings in relation to labor rights, human rights, labor health and safety, environmental protection, and code of ethics as set forth below. We also agree that this letter applies to both existing and future transactions with KGI Financial.

1. Principle of practice:

We hereby agree:

- I. To jointly promote corporate sustainability in accordance with the Supplier corporate sustainability Guidelines posted on KGI Financial’s corporate website (<https://www.kgi.com>);
- II. KGI Financial may, within the scope of business relationship, conduct telephone interviews, if necessary, to ensure our awareness and implementations of corporate sustainability; and
- III. The contracts between KGI Financial and us may contain policies relating to corporate sustainability, including but not limited to labor rights, human rights, labor health, occupational safety and health, environmental protection, and code of ethics, to facilitate balance among economic growth, society, and the environment as well as sustainable growth.
- IV. To comply with our and KGI Financial’s policies in relation to corporate sustainability and code of ethics; and if it is verified that we commit any breach of policies, cause major impact on environment and society or have unethical behavior, KGI Financial may terminate or cancel the contracts between KGI Financial and us in accordance with the terms and conditions of the contracts.

2. On labor rights and human rights:

We agree to comply relevant labor laws and regulations, protect labors’ legitimate interests, follow international labor standards and take into consideration human dignity, basic human rights and the following issues of labor rights:

- I. Prohibition of child labors (under 16 years of age), human trafficking, any form of forced labors and prejudice to labor rights;
- II. Efforts into there is no differential treatment irrespective of sex, race, age, marital and family status in employment policies, concern for disadvantaged groups (dispatched workers, foreign workers, aborigines and so on), implement of protection of labor rights and equality of remuneration, employment conditions, training and promotion opportunities;
- III. Respects to the freedom of association, negotiation and collective bargaining and emphasis on labor relations and balancing working conditions; and
- IV. Compliance with related laws and regulations of labor health and occupational safety and health as well as KGI Financial’s guidelines regarding safety, health, and environmental management to establish a safe and healthy working environment for labors; and
- V. Emphasis on information security and protection of privacy.

3. In terms of environmental protection:

- I. We shall devote our efforts to take care of the earth, cherish resources, protect environment and conserve energy as well as set up the policies and measures concerning environmental protection and energy conservation in order to implement the corporate culture of environmentally sustainable development. Also, we shall evaluate the impact of our procurement activities on the environment and society of the neighborhoods which provide the goods and strive to implement corporate sustainability with KGI Financial; and shall be dedicated to obtaining ISO certifications (such as ISO 14001, ISO 50001, ISO 14064, ISO 14067 and ISO 45001), selling ISO certified products and engaging ISO certified vendors.
- II. We shall be dedicated to reducing or minimizing any form of wastes, including but not limited to wastes of water resources and energy. When maintaining facilities or during production process, we shall try to use energy-saving equipment, take energy-saving measures, or use renewable materials to save energy.
- III. We shall be dedicated to minimizing pollutants, toxic substances, and wastes and shall process them properly. When processing wastes, we shall follow waste treatment related laws and regulations to minimize the negative impact on the environment.

4. In terms of code of ethics:

- I. We shall follow code of ethics related guidelines, including but not limited to the integrity, fair trading, information transparency, avoidance of improper gains, bribery and corruption, improper donation and sponsorship, unfair competition, disclosure and enquiries of KGI Financial’s confidential information and false advertising as well as complying with related regulations on intellectual property rights.
- II. We agree to conduct business with ethics and in public and transparent manner. If it is likely that we conduct any material unethical behavior, KGI Financial may terminate contracts with us and blacklist us for future business.
- III. We hereby acknowledge that KGI Financial has informed us of its code of ethics related policies and guidelines and expressly refused to directly or indirectly provide, commit, demand, or accept any form of improper gains.

To: KGI Financial Holding Co., Ltd.

The Undersigned: _____/_____/_____
(Name of supplier)

