

Human Rights Protection Management Policy

Aero Win Technology Corporation, in fulfilling its corporate social responsibility and protecting the fundamental human rights of all employees, customers, and stakeholders, recognizes and supports internationally accepted human rights standards, including the United Nations Universal Declaration of Human Rights and the International Labour Organization Declaration on Fundamental Principles and Rights at Work. The Company has therefore established this Human Rights Policy to prevent infringements and violations of human rights.

I. Human Rights Policy

1. Establish a Code of Conduct for Human Rights

Respect human rights, comply with the United Nations Universal Declaration of Human Rights, treat every employee with integrity and fairness, and respect individual differences.

2. Eliminate All Forms of Discrimination and Ensure Fair Treatment of Employees

Comply with local labor laws and regulations and ensure that no employee is discriminated against on the basis of race, gender, age, disability, political affiliation, religion, or pregnancy.

3. Prohibit Child Labor

The employment of child labor is prohibited (meaning any person under 15 years of age, below the age for completing compulsory education, or below the minimum employment age in the relevant country/region).

4. Protect Labor Rights and Interests

No person shall be forced or coerced to perform labor against their will.

5. Establish a Friendly Workplace Environment

Provide employee care and communication channels for handling human-rights-related issues. Value employee needs, promote health enhancement programs, provide diverse activities, and encourage voluntary participation.

Continue communicating the Company's human rights policy and principles through supplier audits.

II. Specific Management Programs

1. Human Rights Risk Mitigation Measures

The Company is committed to reasonably ensuring the safety of employees and the work environment; ensuring that personnel are treated with respect and dignity; conducting operations in a manner that promotes environmental protection; and complying with laws, regulations, and ethical standards. Dedicated personnel are assigned to implement occupational safety and health practices in accordance with law. In addition to ongoing communications and training to integrate the Human Rights Policy into daily operations, the Company has established appropriate grievance channels.

2. Human Rights Issues and Practices

(1) Provide a Safe and Healthy Work Environment

The Company actively promotes energy conservation, carbon reduction, disaster prevention, pollution prevention, and other improvement initiatives to reasonably ensure a

safe work environment.

In addition to providing a safe and healthy work environment as required by law, the Company has established a dedicated occupational safety and health unit and committee, engaged professional physicians and nursing personnel, and conducts occupational safety and health, fire safety, and other relevant education and training. Necessary preventivemeasures are taken to prevent occupational accidents and reduce hazards in the work environment.

(2) Eliminate Unlawful Discrimination and Reasonably Ensure Equal Employment Opportunities

Employees and job applicants shall not receive differential treatment, discrimination in any form, or unfair treatment on the basis of race, class, language, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, age, marital status, appearance, facial features, physical or mental disability, zodiac sign, blood type, or former trade union membership.

(3) Prohibit Child Labor

To ensure compliance with corporate social responsibility and ethical standards, the Company does not employ child labor

(4) Prohibit Forced Labor

The Company's provisions governing employees' regular daily and weekly working hours, overtime, rest days, annual leave, and all other types of leave comply with applicable laws and regulations.

(5) Prohibit Prison Labor and Human Trafficking

(6) Help Employees Maintain Physical and Mental Health and Work-Life Balance

The Company provides employees with free health examinations, encourages employees to organize clubs, and holds travel activities, year-end gatherings, family days, and other activities, enabling employees to balance family life, refresh themselves physically and mentally, and strengthen cohesion.

3. Human Rights Protection Training Practices

(1) New Employee Training

Upon joining the Company, new employees are required to receive compliance education and training, including occupational safety and health education, an introduction to the Company's administrative rules and regulations, and sexual harassment prevention awareness.

(2) Prevention of Workplace Violence

Through communications and public statements, the Company clearly declares a zero-tolerance position toward all forms of unlawful workplace infringement. Employees are informed of their responsibility to help ensure that no unlawful infringement occurs in the course of performing their duties. In addition to publishing a grievance hotline, the Company has established standard handling procedures that specify complaint and reporting channels and follow-up mechanisms, thereby jointly fostering a friendly work environment.

(3) Occupational Safety Training Series

Topics include occupational safety and health education and training, fire safety training,

emergency response, and first-aid personnel training.

(4) Ethical Corporate Management Awareness

Communicate the Company's emphasis on ethical corporate management and the relevant rules to employees, with the aim of establishing a healthy and positive workplace culture.

III. This Policy shall take effect upon approval by the Chairperson. The same shall apply to any amendment.

Chairman :

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