

Human Rights Policy of CSC

CSC adheres to the regulations of the respective locations of its global operations, supports and complies with the principles and values set forth in international human rights conventions such as the UN Universal Declaration of Human Rights, the United Nations Global Compact(UNGC), and the ILO Declaration on Fundamental Principles and Rights at Work. CSC's human rights policy applies to all levels of our organization, and we expect investee companies, suppliers, contractors, and business partners (such as customers) to follow values and basic principles of this policy, working together to continuously enhance and improve the management of human rights-related issues.

To uphold human rights policy, CSC conducts risk assessments regularly to identify and assess potential human rights risks related to key issues. For risk control and reduction, CSC is committed to planning and implementing remediation for actual negative impacts on human rights, and deliberating on improvements and continuous monitoring, thereby achieving management objectives.

Here are the issues that our company particularly values:

- **Non-Discrimination:**

"Committed to eliminating all forms of discrimination, including race, gender, religion, age, sexual orientation, etc."

- **Prohibition on Human Trafficking and Child Labor:**

"Compliance with government regulations prohibits the human trafficking and the employment of workers under the age of 16."

- **Prohibition on Forced Labor:**

"Respect for the free will of all colleagues, including employment and resignation. No use of violence, coercion, fraud, or any other illegitimate means to force labor."

- **Freedom of Association the right to collective bargaining :**

"Ensuring the right of employees to freedom of association to protect their own labor rights and signing collective agreements with Labor Union of China Steel Corporation to ensure coherent channels for employee expression of opinions. This is aimed at safeguarding and enhancing the rights of employees and striving to promote harmonious labor relations."

- **Promotion of Employees' Physical and Mental well-being and Life Balance :**

"CSC ensures that working hours shall comply with government labor regulations to ensure that employees can balance their personal health, family, and work responsibilities."

- **Safe and healthy working environment for employees :**

"Establishing work-safety culture and taking appropriate measures to prevent hazards upon discovering related risks."

President : Shuji Chin Wang