

# CSC Labor Practice Commitment

CSC complies with national laws, including, but not limited to, the Labor Standards Act and the Gender Equality Act. CSC is committed to upholding the highest standards of labor practices and ensuring the well-being of all our employees. Our approach prioritizes fairness, equity, and respect for workers' rights. As part of our commitment to creating a supportive and sustainable work environment, we promise to uphold the following principles.

CSC's labor practice commitment applies to all levels of our organization, including our group companies, investee companies, suppliers, contractors, and business partners (such as customers). We require that all of these entities adhere to the values and basic principles outlined in this commitment.

- **Paying a living wage:** Our compensation policies aim to provide employees with a wage that reflects the living wage in CSC's operating location that enables them to balance their basic living expenses and quality of life.
- **Avoiding or reducing overtime or excessive working hours:** We are committed to reducing excessive overtime and preventing the practice of overworking our employees. Our goal is to maintain a healthy work-life balance by adhering to reasonable working hours. We set clear limits on overtime and aim to prevent it from being used as a regular requirement.
- **Setting maximum working hours:** We establish and enforce maximum working hours monthly to prevent burnout and safeguard the physical and mental health of our employees. Employees will not be expected to work beyond the legally or contractually agreed upon hours, ensuring a sustainable and balanced workload.
- **Equal remuneration for men and women:** We guarantee equal remuneration for men and women with the premise of the same position and level, ensuring that all employees are paid equally for equal work, regardless of sexual or sexual-orientation factors. However, if such differentials are the result of seniority systems, reward and punishment system, performance appraisal systems or other justifiable reasons of non-sexual or non-sexual-orientation factors, the above-mentioned restriction shall not apply. We are committed to fostering an inclusive, equitable workplace.
- **Paying workers for annual leave:** Employees are entitled to paid annual leave on an annual basis to promote rest and recovery according to the Labor Standards Act. We recognize the importance of time off for maintaining employee well-being and encourage our workers to take their full leave entitlement without fear of losing income.
- **Setting minimum consultation or notice periods before mass terminations:** When the company is about to undergo major operational changes, we 100% abide by the Labor Standards Act and the Act for Worker Protection for the Mass Redundancy to give advance notice before terminating the employment contract. This allows employees time to transition and seek alternative employment and ensures they are treated with fairness and respect throughout the process. By adhering to the aforementioned principles, we aim to foster a shared commitment to labor practice and continuously improve the management of labor practice-related issues across the entire supply chain and business ecosystem.

President : S. T. Chen