

# Statement on Prohibition of Discrimination, Harassment, and Violence in the Workplace

To maintain equality and inclusion in the workplace, and protect all employees against discrimination and harassment due to gender, sexual orientation, race, age, marital status, nationality, etc. in the work environment, and against physical injuries and mental diseases resulting from any illegal physical or mental infringement during their duties performance course, Shin Kong Financial Holding Co., Ltd. (hereinafter referred to as the Company) hereby reiterate our "zero-tolerance" attitude and related prevention measures. This statement applies to all operating activities of the company and its subsidiaries, and expects suppliers and partners to abide by the regulations.

## I. Zero Tolerance to Discrimination

The Company's employees (including executives at all levels, employees, dispatched workers, etc.) shall follow the principles of equal appointment and prohibition against discrimination, and respect the diversity in the workplace. The Company's employees shall not allow different treatment or any form of discrimination due to gender, sexual orientation, race, age, marital status, nationality, appearance, and mental disabilities of individuals, etc., and shall work together to create a work environment with diversity and equality.

## II. Prohibition of Harassment

The Company strictly prohibits harassment. Based on the definition specified in the regulations, "harassment" refers to repetitive behaviors that would make the person feel disgusted or frightened, such as monitoring, stalking, waiting for, making silent calls to, and asking for a date to a specific person, his/her relatives, or close friends based on love, preference, or resentment towards such person.

## III. Prohibition of Sexual Harassment

The Company shall provide a work environment with gender equality and free from sexual harassment. The Company's employees shall not have gender discrimination, or sex-related inappropriate speech or behavior, or use sex as a means of exchange for compensation and as a means of threat and punishment against each other among themselves or between employees and their business counterparties (including suppliers, customers, and job applicants). They also shall not spread or display sexually indecent or obscene images, pictures, and text.

## IV. Prohibition of Workplace Violence

The Company must definitely not tolerate any workplace violence against the Company's employees by the executives or employees at the management level, or others personnel. Workplace violence includes the aforementioned harassment (including sexual harassment) and other physical, psychological, and verbal violence, as well as other incidents which may cause physical or mental damage and fear to others, and may obviously or implicitly cause a challenge to the safety, well-being, or health of others.

## V. Implement educational training and advocacy

To improve the Company's employees' awareness of human rights protection, the Company improves their awareness of the prevention measures and complaint channels of anti-sexual harassment. the Company organizes regular human rights-related education and training each year to communicate to employees the Company's commitment to human rights, anti-discrimination and anti-sexual harassment awareness. Employees actively participate in the training and the Company values their feedback on the training.

## VI. Complaint Channels and Investigation Procedures

The Company's employees shall be responsible for providing assistance in ensuring that the work environment is free from discrimination, harassment, sexual harassment, and workplace violence. Therefore, the Company encourages employees to deal with such disputes by using the internal complaint mechanisms established by the Company. Anyone who witnesses and hears the above-mentioned incident should report it immediately through the complaint channel. After receiving the complaint notification, the responsible unit should conduct an investigation in accordance with the procedures for handling the type of complaint and notify the person concerned of the result within a specified period of time

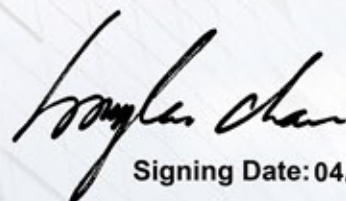
- Harassment complaint hotline: 02-7725-3216
- Harassment complaint mailbox: hinkong113@skfh.com.tw
- Employee complaint mailbox: skfh-hr@skfh.com.tw

## VII. Punishment mechanism

If the act of discrimination or harassment and sexual harassment is proven true after investigation, the punishment shall be conducted according to personnel regulations. If the circumstances are serious, they will be dismissed, and the complainant will be given necessary assistance and remedial measures, including system adjustment, mental counseling, and material compensation; if it is a false report after verification, the Company will conduct punishment on or deal with it against the complainant appropriately.

SKFH tracks, assesses, and monitors any discrimination, harassment, sexual harassment and workplace violence to ensure the effectiveness of the implementation of disciplinary or handling measures and avoid the occurrence of the same incident or retaliation. The Company absolutely prohibits any act of threat or retaliation against the complainant, informer, or person assisting the investigation. If such act is found, they will be punished accordingly.

President



Signing Date: 04/30/2024