

## AirTAC Human Rights Declaration

1. AirTAC abides by relevant laws and regulations as well as the International Bill of Human Rights to guarantee gender equality, the right to work, and the prohibition of discrimination. We have formulated appropriate management policies and procedures to exercise the responsibility of human rights protection, and these include:

- Presenting a corporate policy or statement on human rights on the official website.
- Evaluating the impact of the Company's business operations and internal management on human rights and adopting corresponding handling processes.
- Reviewing the effectiveness of the corporate policy or statement on human rights regularly.
- In the event of any infringement of human rights, the Company discloses the processes for handling the matter concerning the stakeholders involved.

2. AirTAC complies with the internationally recognized human rights of labor, including the freedom of association, the right of collective bargaining, caring for disadvantaged groups, prohibiting the use of child labor, eliminating all forms of forced labor, eliminating recruitment and employment discrimination, and ensuring that their human resource policies do not discriminate based on gender, race, socioeconomic status, age, or marital and family status. The aim is to achieve equality in employment, hiring conditions, remuneration, benefits, training, evaluation, and promotion opportunities.

3. The Company provides information for our employees so that they are aware of the labor laws and rights they can enjoy in the countries where the company's business operations are conducted.

4. At AirTAC, we provide safe and healthy work environments for our employees, including necessary health and first-aid facilities. Moreover, we endeavor to prevent occupational accidents by minimizing hazards that affect our employees' safety and health.

5. We aim to create a conducive environment for the development of our employees' careers and establish effective training programs to foster career skills.

6. We establish and implement reasonable employee welfare measures (including remuneration, leave and other welfare, etc.) and appropriately reflect the Company's performance or achievements in the employees' remuneration, so as to ensure the recruitment, retention, and motivation of human resources, and achieve the objective of sustainable operations.

7. We have established a platform to facilitate regular bilateral communication between the management and the employees, so that the employees may obtain relevant information and express their opinions on the Company's operations, management, and decisions.

8. The Company respects the employee representatives' rights to negotiate working conditions and provide the employees with necessary information and hardware for the sake of facilitating negotiations and cooperation between employers, employees, and employee representatives. We provide an effective and appropriate grievance mechanism with respect to matters adversely impacting the rights and interests of the labor force to ensure the equality and transparency of the grievance process. Channels through which a grievance is made should be clear, convenient, and unobstructed; employee's grievances should be responded to appropriately.

9. The Company, by reasonable means, informs employees of operational changes that might have material impacts.