

San Shing Fastech Corp.

Human Rights Policy

San Shing respects and supports internationally recognized human rights norms and principles, including the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Global Compact's Ten Principles. The "San Shing Human Rights Policy" was formulated to fulfill our corporate social responsibility and create a more inclusive and supportive work environment. The San Shing Human Rights Policy is applicable to the employees and stakeholders of the Company, our domestic and overseas subsidiaries, and affiliates.

Implementation approach:

- We provide equal employment opportunities and compensation without differences on the basis of race, nationality, political affiliation, age, gender, sexual preference, religion, marital status and disabilities.
- We provide a safe, healthy work environment as well as the necessary health and first-aid facilities, and eliminate potential hazards to employment health and safety in the workplace to reduce the risk of occupational injury.
- No child labor.
- No forced labor or human trafficking.
- Provide a diverse, open, equal, and harassment-free work environment.
- Respect for privacy and ensure all collection and use of personal data comply with regulatory requirements.
- Provide employees with minimum wages and benefits that comply with laws, pay wages on-time, and detail all legal deductions on the pay slip.
- Support and assist employees with maintaining their physical and mental well-being as well work-life balance.
- Establish channels for employer-employee engagement and provision of grievance mechanisms.

San Shing Fastech Corp.

Chairman

Ko Chi - Yuan