

LITEON®

LITE-ON Technology Corporation
Human Rights Due Diligence Report



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1. Human Rights Policy

LITE-ON Technology Corporation (hereinafter referred to as “LITEON”) respects and supports internationally recognized human rights standards and principles, including the “Universal Declaration of Human Rights”, the “United Nations Global Compact”, and the “Declaration of Fundamental Principles and Rights at Work” of the International Labor Organization, and complies with local laws and regulations. According to the “UN Guiding Principles on Business and Human Rights”, LITEON formulates relevant company policies and measures.

Scope of Application

LITEON human rights policy is applicable to LITEON and its affiliated companies’ operations and value chains.

LITEON is committed to respecting, protecting, and remediating employees, suppliers, and partners, who may be subjected to human rights violations. In addition, LITEON expects its suppliers and contractors to act according to this policy's spirit and basic principles. Also, with the new business interactions, we included human rights investigation as a risk aversion step in our investment management procedure.

Commitments of Human Rights

- 1) LITEON believes that respecting and protecting human rights is foundational to a corporation's sustainable development and operation.
- 2) LITEON takes into account human rights issues in every part of its operational value chain.
- 3) LITEON provides stakeholders with accessible communication channels.

Principles of Management

LITEON builds up policies and regulations, executes the internal audit regularly, and adopts the Code of Conduct of RBA (Responsible Business Alliance) as the management framework.

According to the RBA audit process, internal and external audits are performed regularly. The human rights issues to which LITEON attaches great importance are the following:

- 1) Prohibiting any form of discrimination
- 2) Prohibiting forced labor, human trafficking, modern slavery and child labor
- 3) Providing fair and reasonable pay and working conditions
- 4) Providing a safe, hygienic, and healthy work environment
- 5) Respecting employees’ freedom of assembly and association

● Implementing the RBA Framework

Company Commitment

The company and its management recognize that compliance with international labor standards and the protection of labor rights are the basic requirements of a responsible company, as well as the expectations of consumers, customers, the public and stakeholders such as the government.

The company promises to abide by national labor laws and regulations, abide by internationally recognized labor standards, and other applicable international conventions, and continue to improve working conditions and employee benefits.

Like quality control, social responsibility management is also an integral part of the company's daily operations. Fulfilling social responsibility is a necessary requirement for the company to provide good products to meet customer needs.

The company appoints senior executives to be responsible for social responsibility management, establishes, implements and maintains a good social responsibility management system, and extends this requirement to suppliers and subcontractors.

Policy Statement

- 1) Comply with labor, health and safety, and environmental protection laws and regulations and relevant international standards in the place where the business is located.
- 2) The use of child labor, forced labor, prison labor and human trafficking is prohibited, and any suppliers or subcontractors that use child labor or forced labor are not accepted.
- 3) Respect the freedom of employees and prohibit any form of forced labor.
- 4) Protect the environment, provide safe and hygienic working and living conditions, and ensure the safety and health of employees.
- 5) Promote labor-management cooperation and respect employees' freedom of association, collective bargaining rights and peaceful assembly rights.
- 6) Provide an equal and fair working environment and prohibit any form of discrimination.
- 7) Reasonably arrange production plans, and rationally arrange employees' working hours and rest time.
- 8) Respect the basic human rights of employees and prohibit any form of insulting behavior.
- 9) Provide reasonable wages and benefits to at least meet the basic needs of employees.
- 10) Avoid any form of corruption, extortion, and embezzlement of public funds.
- 11) Continuous improvement.

2. Risk Identification

A process of building internal and external awareness and understanding of where our activities may have the potential to intersect with human right was build; three due diligence steps were outlined as evaluation framework, assessment and improvement for LITEON to identify, assess, prevent, and mitigate actual and potential adverse impacts related to human rights.

1. Evaluation Framework

To identify, prevent, and mitigate human rights impacts from LITEON and its supply chain, two frameworks of risk evaluation were launched for both employees and suppliers in terms of RBA. For employees, LITEON conducted regularly the risk evaluation for each production site based on two risk matrix of the occurrence (O) and severity (S) that can be quantified. Regarding the suppliers, a survey and audit form in the field of human rights was established based on RBA to understand of what significant risk may be caused from supply chain. We conduct the assessment at least every three years, and the last survey was conducted in 2020.

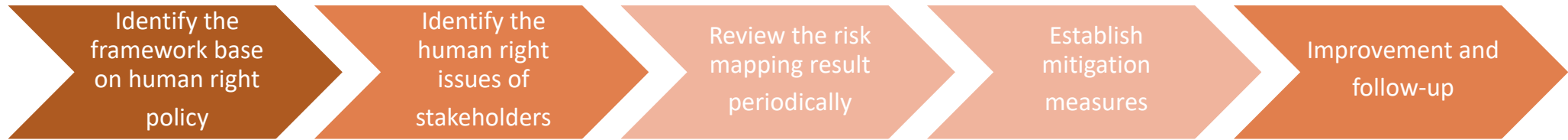
2. Assessment

- Operation: There are two approaches to assess human rights risk of employees, including self-assessment and third-party audit.
- Supply Chain: LITEON defined a basic guideline applicable to suppliers in accordance with the RBA Code of Conduct and asked suppliers to sign the written management undertaking guaranteeing that they would strictly comply and take social responsibilities. The criteria of assessment comply with the updated RBA 7.0, which has increased items in risk identification.
- We also stipulated the RBA audit regulations for suppliers. The essential elements of evaluation include: no child labor, protection of human rights, no discrimination, equality of treatment, legal working hours and pay, and environment management.
- New business relations: According to the regulations of the LITEON Investment Administration Measures, the relevant items of the investment plan should be paid attention to the labor relations of the investee (labor law, labor welfare, labor contract, labor group, etc.), which shall comply with the regulations, and the long-term equity investment (new investment case, increase capital or M&A) shall issue the due diligence report.

3. Improvement

By integrating the finding of human rights assessment into relevant functions and processes, LITEON implemented the improvement for taking appropriate actions to mitigate human rights risk. This step allows LITEON to tracking the effectiveness of the response and communicating on actions to address impacts associated with human rights.

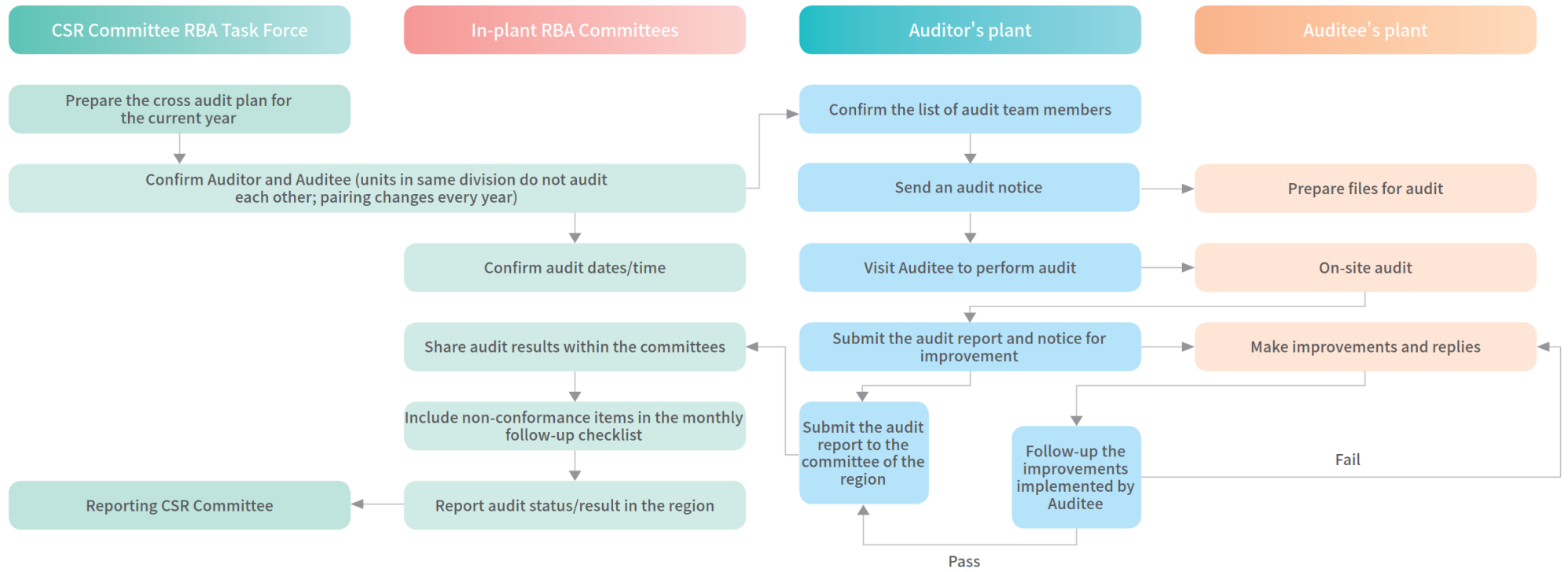
The comprehensive identification process is as follows:



RBA management mechanism

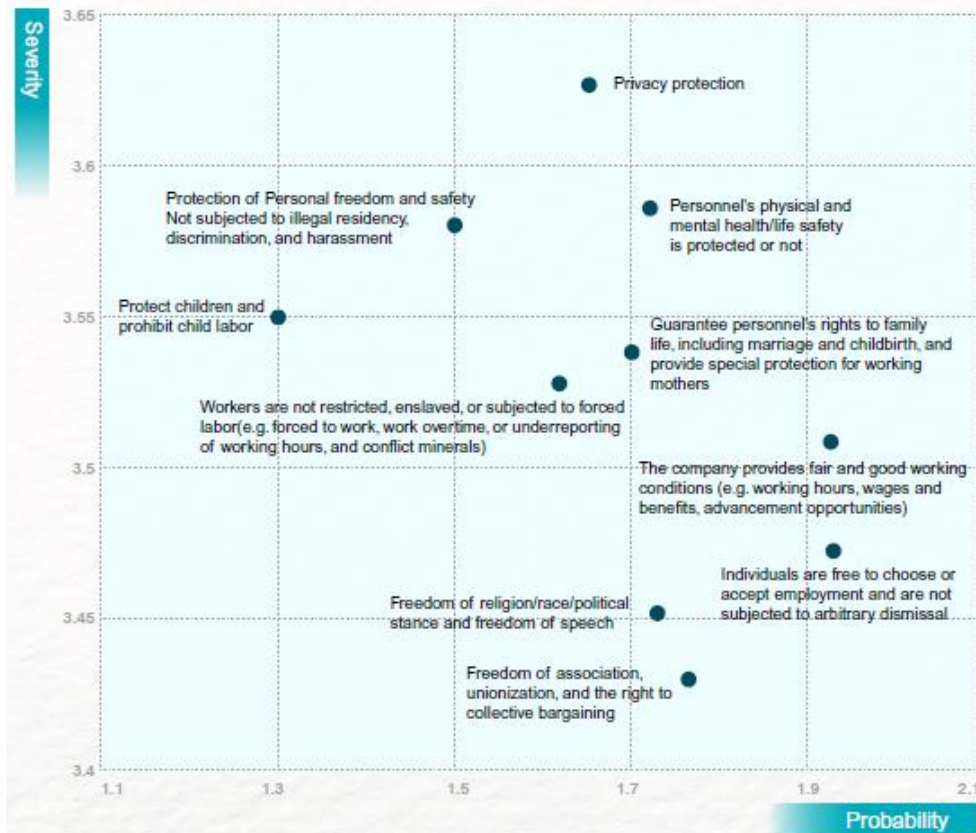
- LITEON has established its own RBA Code of Conduct audit procedures to ensure the adequacy, effectiveness and appropriateness of its CSR framework, and to monitor how progress complies with prescribed guidelines, goals and regulations. The audit procedures clearly outline the responsibilities, processes, principles and cycles of each audit, as well as what details are expected in an audit report and how audit findings should be followed up.
- The RBA Code of Conduct covers a broad range of issues from employees' health and safety, and environmental protection, to business ethics. The company follows these guidelines to conduct self-inspections at each of its plants every month, and there are 18 sites had assembled RBA Code of Conduct committees to cross-audit each other and ensure 100% compliance. Any conduct that does not comply with the RBA Code of conduct is raised for discussion and improved upon within the given timeframe.

Inter-plant cross audit flowchart



3. Human rights risk identification results in 2023

LITEON Value Chain Human Rights Risk Matrix



Value Chain Human Rights Risk Prioritization

Prioritization	Value chain	Upstream suppliers and contractors	LITEON	Downstream enterprise customers and end-users	
1	Right to work	Unable to freely choose or accept work, or the Company does not provide reasonable career development, or employees are terminated at will	Lack of fair and good working conditions (e.g. working hours, wages and benefits, advancement opportunities)	Lack of fair and good working conditions (e.g. working hours, wages and benefits, advancement opportunities)	
		2	Worker autonomy	Right to work	Right to work
			Exploitation, forced labor (e.g. forced to work, work overtime, or underreporting of working hours, and conflict minerals)	The company does not provide reasonable career development, or employees are terminated at will	The company does not provide reasonable career development, or employees are terminated at will
3	Right to family life	Right to family life	Worker autonomy	Right to life / Right to health	
		Work affects family life or maternity protection mechanisms in the workplace are inadequate	Exploitation, forced labor (e.g. forced to work, work overtime, or underreporting of working hours, and conflict minerals)	Whether the physical and mental health/life of customers or product users is protected	

Human rights risk category	Value chain with potential risks	Material risk issue	Description of risk issue	Impact Assessment Mechanism
Employee working conditions	LITEON Corp., subsidiaries, Joint ventures, supply chain	Right to Fair, Safe and Healthy Working Conditions	The labor condition provided cannot secure the life, health and safety of employees. For example, the breaks between work shifts are too short, the consecutive work shifts are too long, unequal and low remuneration that cannot sustain daily lives, dangerous work environments and/or discrimination in working condition.	RBA Audits OHSAS 18001/ISO 45001 Employee health check Supplier risk assessment Supplier site audit Employee satisfaction/engagement survey Employee grievance mechanism Employee Assistance Program EAP
		Forced Labor	Any incidents of forced labor, such as personnel being forced to work, forced to work overtime, restrictions on employees' leave, forced to report with less working time, or conflict mineral issues. Force employees to work by means of violence, threats or illegal restrictions on personal freedom. Any behavior that discriminates against employees.	
		Right to Occupational Health and Safety	Personal health might be damaged at workplace. The injured personnel must go through medical treatments or therapies to be completely or partly recovered. (e.g. work injury, occupational injury, use of hazardous materials). Protection of the rights of female employees' maternity leave.	
		Right to Work Autonomy of Labor Right	The labor condition fails to be compliant with the legal requirements to secure the basic working rights of employees. For example, setting unfair working contract for labors that leads to exploitation (e.g. use of contractors, dispatch workers, or foreign workers). Also, the technological advancement that might impact the right to work (e.g. introducing robotic assembling technology that leads to lay-offs). Unable to provide comprehensive pre-employment and on-the-job training opportunities	RBA audits in plants Labor regulations compliance
		Right to Privacy	Failure to proper manage business information as well as clients' and employees' personal information and data. Therefore, incidents such as data theft, leakage, and exploitation might happen. Also, relevant information cannot be deleted or adjusted based on requests.	Information security audit ISO 27001 GDPR compliance assessment
Customer relationship	LITEON Corp., subsidiaries, Joint ventures			
Local community	LITEON Corp., supply chain	Forced Labor	Conflict mineral issues	Due diligence and management of conflict minerals
		Right to Occupational Health and Safety	LITEON and its value chain cause health hazards in the workplace. For example, the use of hazardous substances has affected the health and safety of local communities.	

4. Mitigation and Remediation to Adverse Impacts

Mitigation plans are implemented in all 33 global sites, and remediation plans have been adopted in 7 sites. In the value chain, mitigation and Remediation plans apply to 7,984 suppliers and contractors and 100% of customers globally.

Value chain	Risk category and description	Mitigation plans	Remediation actions	Target set
Employee (Mitigation and Remediation plans apply to 33 sites globally)	Right to work: The freedom to choose a job and not to be subjected to arbitrary dismissal.	1. Comply with labor laws and regulations, complete notice procedures for changes to labor conditions. 2. A fair performance evaluation system with 360-degree appraisal. 3. Implement a learning development system based on organizational strategy, values, and a twelve-module blueprint for on-the-job education and self-improvement.	1. Enforce non-discrimination policies, provide equal employment opportunities, and give appropriate notice and severance payments in the event of significant changes in employment. 2. Sign and issue labor contracts on the day of employment, with regular monitoring and timely renewal through the HRMS system. 3. Provide counseling or assistance in transferring to a competent unit or affiliated company for employees who prove to be incompetent. Assist employees in applying for unemployment benefits or vocational training subsidies if necessary. 4. Offer retraining plans for personnel transfers resulting from changes in manufacturing processes or production patterns.	100% labor contract signed 30 training hours per person on average 100% Training rate of the whole plant (including ISO90001/ISO14001/QC08000/OHSAS 18001 (ISO 45001) Internal hire: > 20%
	Right to life and health: Protection of personnel's physical and mental health and safety.	1. Use government and third-party EHS information platforms to regularly identify and update EHS-related laws and regulations, and evaluate them monthly. 2. Each site/plant has an "Occupational EHS Promotion Team" with both internal and external audits to supervise safety, health, and improvement operations.	1. Strengthen engineering and management controls for occupational injuries, including hardware protection equipment and safety promotion. 2. Provide relevant assistance for work-related accidents, such as group insurance and hospitalization subsidies, and emergency relief funds for Taiwanese employees.	Disability injury frequency (FR) and severity rate (SR) decreased by 10% Y-O-Y 100% coverage

		<ol style="list-style-type: none"> 3. Top managers set up EHS teams and safety committees with designated personnel responsible for implementing international standards and security audits. 4. Promote employee safety and self-protection with work environment monitoring and special physical examinations for high-hazard work. 5. Promote the wearing of protective equipment and standardize inspections by site managers, with increased physical exams and staff rotation to reduce injury risk. 6. Each factory establishes paramedic and first-aid personnel for emergency response. 7. Conduct regular fire drills and inspections of fire prevention measures to improve disaster prevention and fire safety. 8. Annual drinking water quality and workplace CO2 concentration tests are conducted, and health inspections are carried out for current employees. 9. Conduct employee satisfaction/engagement survey 10. Offer Employee Assistance Programs (EAPs) with free and confidential counseling services in five areas: psychological, management, legal, health, and finance. 11. Strictly adhere to disease prevention guidelines during the COVID pandemic. <ol style="list-style-type: none"> 1) Required mask-wearing and temperature checks for all entering the LITEON plant, with those exceeding the threshold not allowed to enter. 2) Utilized video conferencing for meetings with other LITEON plants or outside parties whenever possible. 3) Required visitor and contractor screening, including travel history, to prevent high-risk individuals from exposing others to infection. 	<ol style="list-style-type: none"> 3. Address abnormal workload through compliance with laws, physical exams, stress assessments, education, and work scheduling coordination with supervisors. 4. Offer labor insurance and other benefits, with standard operating procedures and annual inspections in accordance with the safety and health code of practice. 5. COVID pandemic measures: <ol style="list-style-type: none"> 1) Follow disease prevention guidelines for COVID-19, including installing hand sanitizer dispensers, limiting elevator capacity, broadcasting prevention instructions, and increasing cleaning and disinfecting frequency. 2) Provide care programs for employees and families affected by COVID-19, such as increased insurance coverage, allowances for medical costs, and support for family visits and quarantine requirements. 3) Launch the WFH (Work From Home) mechanism in 2021 to reduce the risk of spreading the virus among colleagues, with online lectures to help employees adjust to the new working arrangements and maintain job performance and morale. 	<p>of ISO 45001</p>
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	<p>Labor conditions guarantee: The company provides fair and good working conditions (including working hours, wages and benefits, and promotion opportunities)</p>	<ol style="list-style-type: none"> 1. Avoid excessive overtime and ensure proper rest time through legal shift adjustments. 2. Conduct annual staff health inspections, follow-up tracking, and counseling; promote health promotion activities and seminars. 3. Establish risk assessment procedures for labor, ethical, and environmental risks; establish channels for employee communication and feedback. 4. Commitment to non-discriminatory employment and striving for workforce diversity and equal opportunity. 5. Maintain order stability and reserve manpower for urgent orders; promote smooth production and automation. 6. Establish effective policies and systems/procedures to manage and control working hours and overtime, with reliable records of regular and overtime hours. 7. Manage overtime work through a system-level approach and control measures, including setting max limits, regular reviews, KPI management, and appeals channels. <ol style="list-style-type: none"> 1) Strengthening manpower recruitment to improve production efficiency. 2) Strengthening employee training to improve workers' operational skills. 3) Enhancing employee care to reduce employee turnover rate. 4) Regularly maintaining machinery and equipment to reduce working hour loss. 	<ol style="list-style-type: none"> 1. Guaranteeing rest or compensatory time for overwork. 2. Coordinating with the production management department to make a production plan for the next 15 days at least in advance and reasonably allocate and schedule production 3. Ensuring that the production supervisor can communicate with the workers about the arrangement of voluntary overtime every week. 4. Strictly reviewing the overtime hours and the number of workers that are needed in the workshop. The HR department should not approve emergency overtime work that is not under special circumstances. 5. Conducting CSR code of conduct training for workers every month, reasonably controlling overtime, and eliminating occupational injuries caused by excessive overtime. 6. Providing better-than-required annual health examinations with biological monitoring to reduce workplace hazards. 7. Providing training and promotion opportunities for employees to offer reasonable career planning and sustainable career development. 	<p>Recruitment achievement rate 100%</p> <p>100% weekly working hours <60</p> <p>Monthly retention rate of DL in key positions >97%</p> <p>No discrimination cases</p>
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	<p>Forced labor and labor autonomy: not subjected to exploitation, servitude, or forced labor (including conflict minerals)</p>	<ol style="list-style-type: none"> 1. Adhere to LITEON's CSR and Supplier Code of Conduct for fair, safe, and healthy working conditions. Suppliers and contractors must comply with international standards and local labor laws. 2. Regularly review employee salaries, which are mostly above local minimum wage, to retain excellent talents and ensure competitive compensation for all employees. 3. Conduct salary surveys every year to measure living wage and overall economic indicators, and adjust employee salaries accordingly. 4. Require third-party recruitment agencies to provide compensation and transfer records to employees every month, and monitor online recruitment information for discriminatory content and unauthorized advertisements. 5. Continuously monitor and improve management procedures for third-party employment agencies to ensure fair and lawful recruitment practices. 6. Provide internal and external grievance channels for employees to report concerns or issues. 	<ol style="list-style-type: none"> 1. Establishing a rapid response mechanism to handle workers' complaints and grievances, respond to relevant issues and suggestions, and effectively safeguard workers' rights and benefits. 2. Holding at least one employee forum each year, collecting employee opinions, responding with solutions, and following up on improvements. 	<p>Cross-plant RBA cross audit completion rate 100%</p> <p>RBA labor/ethics training completion rate 100%</p>
	<p>Child labor: the protection of children and the prohibition of child labor</p>	<ol style="list-style-type: none"> 1. Establish measures to prevent child labor risks, including identification of personnel IDs and implementation of a child labor prevention mechanism in the HRMS system. 2. Require recruitment agencies to provide details of monthly deductions and transfer records, with no use of the "LITEON" logo without company consent. 	<ol style="list-style-type: none"> 1. Immediately stopping work and compensating child laborers if found, arranging health checks within two working days, and returning the child laborer to their guardian. 2. Punishing the responsible party according to the circumstances. 3. Implementing long-term improvement measures, such as keeping regular records and copies of wage and transfer records. 4. Monitoring online recruitment content to prevent discriminatory and unauthorized use of the company's name. 	<p>100% no child labor</p>
	<p>Right to family life: protection of family life and guarantee of the</p>	<ol style="list-style-type: none"> 1. Conduct regular interviews to address employee work and life issues. 2. Flexible working hours 3. Working-from-home arrangement 	<ol style="list-style-type: none"> 1. Provide maternal care with a questionnaire survey on working conditions for pregnant employees and the establishment of breastfeeding rooms. 2. 7 days of pregnancy checkup accompaniment and 	

	right to marriage and childbirth	<ol style="list-style-type: none"> 4. Enrich the spare time life of workers, and set up some entertainment activities for employees to participate in every weekend in the factory. 	<ol style="list-style-type: none"> 3. Employee marriage and birth subsidies 4. Monthly childcare subsidies NTD5000 (children between the ages of 0-6 years old) 5. Education scholarships for employees' children are provided per semester for children from early childhood through their college or university education and beyond (2 times a year) 	
	Right to privacy: privacy safeguard	<ol style="list-style-type: none"> 1. Establish a Privacy Policy and Information Security Policy to manage and protect the privacy of information assets for employees, customers, suppliers, and stakeholders. 2. Create an information security team to promote information security and data protection across departments and functions. 3. Follow international standards of ISO27001:2013 and adopt a PDCA circular model to establish and implement an information security management system with continuous improvement. 4. Regularly update ISO 27001 certification and expand the scope of the system. 5. Increase staff awareness of privacy protection, establish information security requirements and education and training management procedures, and plan various security courses for different roles and functions to strengthen employee awareness of security. 6. Use Microsoft Azure Information Protection (AIP) and encryption mechanisms to protect employee personal data and confidential documents. 	<ol style="list-style-type: none"> 1. Establish a management system framework to comply with Taiwan's Personal Data Protection Act and GDPR regulations of the EU. 2. Implement an information security monitoring system, perform vulnerability scanning, and simulate data leakage incidents to prevent internal and external threats. 3. Conduct regular internal and external audits and improve incident management procedures to respond to privacy breaches. 4. Modify the personnel data form and treat employee personal privacy information as voluntary. 5. Conduct privacy awareness training and protect employee confidential data. 	100% GDPR compliance and conduct annual audit to maintain its effectiveness
Supplier/ Contractor (Mitigation and Remediation plans apply to 7,984 suppliers)	Right to life and health	<ol style="list-style-type: none"> 1. Establish a "Supplier Code of Conduct" requiring suppliers to manage employee health and safety, maintain an occupational safety and health management system, and comply with relevant laws and regulations. 2. Perform supply chain sustainability risk assessments and review occupational safety and 	<ol style="list-style-type: none"> 1. Check incoming materials to confirm compliance before entering the production process. Rejected materials will be separated and recalled. 2. Conduct on-site audits for critical suppliers with high occupational safety and health risks, with improvements and follow-up scheduled. 	Supplier code of conduct education and training for 100% critical tier-1 suppliers

<p>and contractors. globally)</p>		<p>health implementation for critical suppliers, conducting on-site inspections and requiring improvement schedules.</p> <ol style="list-style-type: none"> 3. Develop "Contractor Management Procedures" and conduct inspections to ensure contractor work safety. 4. Hold irregular supplier education and training conferences to promote human rights issues. 5. Develop LS301 Green Management System (GMS), implement Green Procurement Guidelines, and require suppliers to comply with restrictions on hazardous substances through Supplier Statement of Compliance. 6. Procurement contracts must comply with LS301 standards for upstream green supply chain management. 		<p>over 70% of the risk self-assessment questionnaire replies for critical tier-1 suppliers</p>
	<p>Labor conditions guarantee</p>	<ol style="list-style-type: none"> 1. Establish the "Supplier Code of Conduct" and require suppliers and contractors to comply with international standards and labor laws, including guaranteeing fair wages and benefits, managing working hours and ensuring at least one day off per seven work days, except in special operating situations. 2. Ensure supplier (including contractor) compliance with the Labor dimension of our Supplier Code of Conduct to protect their rights and interests. 3. Establish supplier audit procedures and conduct regular risk investigations on critical suppliers. 4. Implement yearly supplier RBA audit plan to monitor working hours. 	<ol style="list-style-type: none"> 1. Conduct on-site inspections for high-risk suppliers and provide CAP. Require regular submission of improvement results and track RBA improvement status for continued improvement. 2. Prioritize auditing suppliers with a history of forced labor or high risks in the future. 3. The supplier's compliance with the code of conduct will be evaluated in purchasing decisions. 	
	<p>Forced Labor</p>	<ol style="list-style-type: none"> 1. Formulated the "Conflict Mineral (Metal) Procurement Policy" complying with regional and international laws and regulations on conflict minerals, and ensuring products do not use illegal "conflict minerals" from Congo and surrounding countries. 	<ol style="list-style-type: none"> 1. Provide guidance and support to improve supplier partners with forced labor occurrences. 2. Raise the risk level of suppliers identified to be using illegal conflict minerals and include them in future priority audits. 	<p>100% no use of metals from illegal smelters in conflict mining areas</p>

		<ol style="list-style-type: none"> Established a due diligence system in line with the "Guidelines for Due Diligence of Mineral Supply Chains in Conflict-affected Areas and High-risk Areas" issued by OECD. 	<ol style="list-style-type: none"> The supplier's compliance with the code of conduct will be evaluated in purchasing decisions. 	
Customer	Right to Privacy	<ol style="list-style-type: none"> The Privacy Protection Policy applies to employees, customers, suppliers, and other relevant parties, with all plant areas adhering to local and international standards and internal codes of conduct. Establish "Personal Data Protection Management Measures" ensuring compliance with relevant laws and regulations, destruction procedures for personal data, and camera surveillance for video evidence. LITEON Data Protection Officer in place. Information provision abides by the privacy policy and appropriate confidentiality and security measures. With Microsoft Azure Information Protection (AIP) Mechanism, all data will be stored in properly defined categories. The data will be classified based on business needs and the level of sensitivity. Social engineering exercises are conducted as needed every year to raise information security awareness among employees. 	<ol style="list-style-type: none"> Examine the improvement of the found matters, ensure the authenticity and implementation of internal privacy protection management operations through privacy protection inspections and external website system inventory and strengthening. Employees who violate personal information regulations will be punished according to the provisions outlined in the policy. Employee privacy protection education and training Breach incidents will be disclosed publicly on LITEON's website and CSR report annually. Grievance channel: to modify or delete personal information or stop receiving communication from Liteon.com, customers and users can contact us by email at webmaster@liteon.com. 	0 complaints about information leakage

5. Implementation and Results

LITEON reveals implementation status and results to the public in Human Rights Due Diligent report, we track the implementation and effectiveness of our due diligence activities, i.e. its measures to identify, prevent, mitigate and, where appropriate, support remediation of impacts, including with business relationships. In turn, use the lessons learned from tracking to improve these processes in the future.

- **Internal implementation tracking**

We ensure the implementation of CSR commitments, goals, and due diligence through periodic internal and third-party reviews and audits. Our CSR teams follow RBA audit procedures to conduct regular audits and confirm compliance with prescribed guidelines, goals, and regulations.

The RBA Code of Conduct provides standards for labor, health and safety, environmental protection, and business ethics. We conduct self-inspections monthly and cross-audit between plants annually to ensure 100% compliance.

Each plant's CSR team completes a periodic LITEON RBA implementation report that includes assessments with risk possibilities and severity evaluation. For high-risk issues, we implement SOP, a monthly tracking system, specific risk programs, training, and communication channels to employees to prevent human rights violations.

All non-compliant behavior is addressed within the given timeframe. Our management review meetings annually review our progress and improvement on various indicators, including labor, ethics, environment, and health and safety to ensure we fulfill our corporate social responsibilities.

- **Value chain implementation tracking**

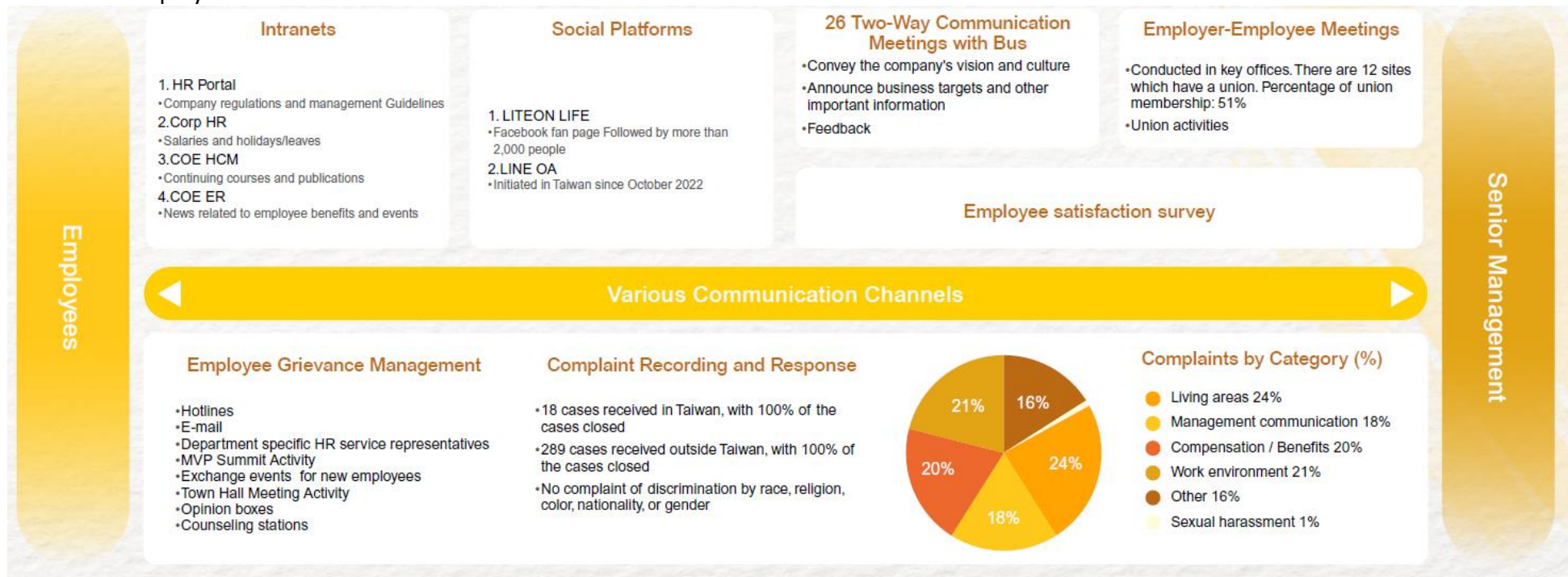
The company also conducts regular human rights surveys on external value chain partners (customers, suppliers, contractors, and local communities). We conduct customer satisfaction surveys annually to collect feedback of our ESG implementation from our customers. We also held QBR/QTR/EBR sessions with customers periodically to ensure smooth communication. For suppliers, based on RBA, LITEON established a tool for investigation and evaluation in the field of human rights to understand which may lead to important risks in the supply chain. We conduct surveys at least every three years, and the last survey was conducted in 2023.

LITEON seeks to encourage periodic reviews of relevant multi-stakeholder and industry initiatives of which the enterprise is a member, in helping to identify, prevent or mitigate adverse impacts linked to business.

• **Grievance and communication channels**

LITEON has established multiple channels for grievances related to human rights. These include:

1. An internal reporting system for employees to report any human rights violations or breaches within the company anonymously if preferred. Internal reporting extension at 1234 and email address 1234@LITEON.COM and 5678@LITEON.COM for sexual harassment hotline.
2. Other Employee communication channel include:



3. Supplier conferences, training, and audits to ensure supplier compliance with LITEON's expectations for human rights.
4. Customers can file complaints through customer service hotline, email, customer satisfaction survey, QBR, or social media.
5. A whistleblowing hotline for employees, customers, suppliers, and stakeholders to report unethical or illegal behavior related to human rights. Reports can also be made through ETHIC.HOTLINE@LITEON.COM and the Office of Chairman Reporting Mailbox.

• **Public disclosure**

LITEON communicates externally relevant information on due diligence policies, processes, activities conducted to identify and address actual or potential adverse impacts, including the findings and outcomes of those activities in the Due Diligence Report (<https://www.liteon.com/en->

[us/globalcitizenship/692](https://www.liteon.com/en-us/globalcitizenship/692)) or the Sustainability Report available on our website. We publicly report relevant information on due diligence processes through the annual corporate Sustainability Report (<https://www.liteon.com/en-us/globalcitizenship/365>). See also our Annual report (<https://www.liteon.com/en-us/investor/financialreports/9>) for more information. All the information is publicized on our website (<https://www.liteon.com/en-us/globalcitizenship/94>) with Mandarin and English versions that is easily accessible and appropriate. Including actions taken to prevent or mitigate risks, including where possible estimated timelines and benchmarks for improvement and their outcomes, measures to track implementation and results and our provision of or co-operation in any remediation. For human rights impacts that we cause or contribute to, we have channels to communicate with impacted or potentially impacted rightsholders in a timely and accessible manner.