



Evaluation on the Personnel Rights and Interests

Protection

To implement the “Protection of Personnel Rights and Interests”, our company conducts risk identification and establishes responsive management measures for the protection of Personnel’s rights and interests, regularly evaluating the effectiveness of such measures and adjusting them based on the evaluation results with an eye to controlling and mitigating the relevant risks and to bettering our actions on each aspect of our protection for the rights and interests of the Personnel. For the implementation of this Policy within our company, our Human Resources and Management Department undertakes regular internal audits between multiple departments to confirm whether such departments are in compliance with this Policy in order to secure the employees’ safety and improve the physical and mental health, and rights and interests of the employees.