



M31 Technology Corporation

Human Rights Policy

Objective Setting

Article 1: In order to uphold the fundamental human rights of employees and create an environment that ensures the full protection of human rights, M31 recognizes and supports various International Bill of Human Rights, including the United Nations' "Universal Declaration of Human Rights," "Global Compact," and "International Labor Organization Conventions." M31 also requires collaborating suppliers to conduct their business activities with zero tolerance for any actions that violate or infringe upon human rights. This policy is formulated to ensure that all members, both inside and outside the Company, receive fair and dignified treatment.

Support for International Bill of Human Rights

Article 2: In terms of human rights, M31 supports the principles of the United Nations "Global Compact" and respects international human rights. M31 ensures that its internal practices do not violate human rights and does not associate with those who infringe upon human rights. In labor practices, M31 complies with the objectives outlined in the United Nations' "Universal Declaration of Human Rights" and "International Labor Organization Convention," which prohibit all forms of discrimination, forced and child labor, and does not hinder employees' freedom of association. Concerning the environment, M31 is committed to providing employees with a safe and healthy working environment, follows relevant regulations to continuously improve the safety and health of the working environment, prevent accidents, reduce the risk of occupational hazards, ensure employee safety, and promote physical and mental well-being.

Respect for Workplace Human Rights

Article 3: M31 implements workplace diversity and does not discriminate or treat individuals differently based on personal gender, sexual orientation, race, class, age, marital status, language, thoughts, religion, political affiliation, birthplace, appearance, facial features, physical or mental disabilities, or former union membership. M31 is committed to creating a dignified, safe, equal, and harassment-free working environment.



Diverse Communication Channels

Article 4: To provide a positive labor-management relationship and a harmonious workplace environment, regular employee seminars and quarterly labor-management meetings are held to encourage employees to voice their opinions and maintain open communication channels with employees to ensure their labor rights and interests.

Implementation of Personal Information Security

Article 5: M31 ensures the protection of human rights and privacy by implementing comprehensive controls over the access, processing, transmission, storage, and security of employee, applicant, and customer data, as well as personnel and equipment. Relevant security and control measures are taken across various aspects, including application system development, design and maintenance, databases, networks, personal computers, and storage media.

Implementation and Revision

Article 6: This policy is implemented with the approval of the CEO, and the same applies when amended.

Article 7: The policy was established on June 18, 2011.