

## Taya Group Human Rights Commitment

TA YA supports and is committed to safeguarding human rights. The *Taya Group Human Rights Commitment* is aligned with and references the UN Guiding Principles on Business and Human Rights (including the Declaration on Fundamental Principles and Rights at Work), the UN Universal Declaration of Human Rights, and the RBA Code of Conduct. We are dedicated to respecting and protecting workers' rights, and to fostering a diverse, equitable, and inclusive workplace where all types of workers are treated humanely and their human rights are upheld.

This Commitment applies to TA YA ELECTRIC WIRE & CABLE and its subsidiaries, and requires suppliers and all value chain partners involved in the Group's operations and business relationships to adhere to its principles. (The Company has also established a Supplier Code of Conduct to ensure that suppliers comply with the RBA human rights standards.)

We Commit to:

### **1. Respecting Human Rights**

We commit to supporting and respecting human rights in all operations, ensuring compliance with international human rights standards and relevant national regulations across the Group's operations and value chain. Continuous improvements will be implemented.

### **2. Prohibition of Child Labor and Forced Labor**

We strictly prohibit the employment of any form of child labor, prison labor, forced labor, or human trafficking.

### **3. Working Hours :**

Working hours, including overtime, must not exceed the maximum limits set by local laws.

#### **4. Wages and Benefits :**

Wages paid to workers must comply with local compensation laws, including statutory minimum wages, overtime pay, and other compensation requirements. Overtime wages must be paid as stipulated by local laws, and wage deductions must not be used as a disciplinary measure.

#### **5. Anti-Discrimination :**

We strive to create a workplace free from discrimination, ensuring no one is discriminated against based on gender, skin color, race, ethnicity, nationality, religion, age, marital status, sexual orientation, gender identity, disability, pregnancy, military status, or political beliefs.

#### **6. Anti-Harassment and Anti-Violence :**

We provide a workplace free from harassment and violence, advocating for mutual respect and the humane treatment of employees. All forms of harassment, violence, intimidation, threats, bullying, verbal abuse, and public humiliation are strictly prohibited.

#### **7. Zero Tolerance for Sexual Harassment :**

We firmly reject and do not tolerate any form of sexual harassment, including demands for sexual favors or other sexually suggestive verbal or physical behavior.

## **9. Equal Pay and Fair Opportunities:**

Employment decisions will not be influenced by gender, age, race, social class, language, religion, political affiliation, place of origin, marital status, appearance, disability, or birthplace, ensuring equal employment rights. Compensation, bonuses, benefits, and access to training opportunities will not differ based on gender. Fair development opportunities, including promotions, must be guaranteed for all employees. Employees experiencing unfair treatment may report their concerns through the company's grievance channels.

## **10. Freedom of Association**

We respect the right of all employees to organize and participate in unions of their choice, engage in collective bargaining, and attend peaceful assemblies. Employees also have the right to abstain from such activities, and this choice will be equally respected.

## **11. Human Rights Policies and Training**

The company's human rights policies and relevant systems will be communicated internally, and necessary training will be conducted to ensure employees understand company policies and the protections provided. Through internal advocacy and educational programs, we aim to raise awareness about human rights protection, ensuring that everyone within and outside the company is treated fairly and with dignity.

This commitment was approved by the Sustainable Development Committee in May 2024 and signed by the Chairman, serving as the Group's highest standard for human rights.