

ChipMOS TECHNOLOGIES INC.

Human Rights Policy

ChipMOS is in alignment with the core principles of The United Nations Global Compact (UNGC), the Universal Declaration of Human Rights, the International Labour Organization (ILO) standards, and the OECD Guidelines for Multinational Enterprises, ChipMOS has implemented the corresponding management procedures. Although ChipMOS does not have collective bargaining agreements with employees, we fully comply with applicable laws and explicitly affirm our commitment to protecting employees' human rights through various official documents, including legal requirements, employment freedom, humane treatment, anti-discrimination and anti-harassment, protection of employee's opinions, etc. Furthermore, to promote harmonious labor relations, we provide multiple communication channels, and regularly hold Labor-Management Meetings to promote labor communication and human rights-friendly management. In compliance with the Labor Standards Act, we also adhere to the statutory minimum notice periods for operational changes. In addition to protecting employees, we also extend the influence to suppliers to ensure the protection of human rights throughout the entire supply chain.

Based on these guiding principles, ChipMOS manages human right issues involving all employees, suppliers, contractors, partners (customers and communities), and so on. We are committed to upholding human rights with a focus on the following key issues.

1. Compliance with Laws and International Standards

We strictly adhere to the laws and regulations of the jurisdictions in which we operate, as well as international commitments. We do not violate fundamental human rights standards for any reason.

2. Equality in Employment and Job Opportunities

We uphold the principles of employment freedom and anti-discrimination. We provide equal job opportunities and equal pay for equal work regardless of gender, race, age, language, religion, nationality, disability, marital status, or any other identity characteristics. Any form of employment discrimination is strictly prohibited.

3. Prohibition of Forced Labor and Child Labor

Forced labor or the use of improper means to restrict personal freedom is strictly forbidden. This includes a zero-tolerance policy toward child labor and any form of labor exploitation.

4. A Workplace Free from Harassment and Mistreatment

We are committed to providing a safe, respectful work environment that is free from any form of harassment or improper treatment.

5. Employee Voice and Grievance Mechanisms

The company has established comprehensive and diverse communication and grievance channels, including electronic and physical suggestion boxes, hotlines, and an Audit Committee mailbox managed by the Internal Audit Office. Our anonymous grievance system ensures full confidentiality, guaranteeing that whistleblowers and investigation participants are protected from any retaliatory or unfair treatment.

6. Responsible Supply Chain and Business Integrity

We integrate human rights principles into our supply chain management and require our suppliers to uphold the same standards. We conduct regular human rights risk assessments and on-site audits. For high-risk suppliers, we provide counseling and resources to help improve labor conditions, ensuring the entire value chain meets human rights standards.

7. Human Rights Due Diligence

We regularly identify and assess human rights risks, implementing preventive and mitigation measures along with tracking mechanisms. Furthermore, we participate in external evaluations and the Responsible Business Alliance (RBA) Code of Conduct self-assessments to review and strengthen our practical implementation.

8. Diversity, Equity, and Inclusion (DEI)

We promote a diverse workplace culture by hiring talent from different backgrounds and providing equal opportunities for growth. We implement friendly employment and care measures for people with disabilities, migrant workers, and vulnerable groups to create an inclusive work environment.

9. Freedom of Association

We respect our employees' rights to assemble, associate, and join various clubs, providing subsidies for diverse sports clubs. We uphold the right to collective bargaining and foster harmonious labor-management relations through open communication (such as labor-management meetings), ensuring no employee faces unfair treatment for participating in legal union activities.