

President Chain Store Corporation

Human Rights Policy

Approved by the Board of Directors on May 22nd, 2025.

Article 1

President Chain Store Corporation fulfills corporate social responsibility by supporting and abiding by international human rights standards and local labor laws and regulations. President Chain Store Corporation refers to “International Bill of Human Rights,” “Core Labor Standards of the Fundamental ILO Conventions,” and the “Ten Principles of the United Nations Global Compact” to formulate the policy and is committed to abide by the policy.

Article 2

The policy applies to employees, affiliated companies, suppliers, contractors, and joint ventures, putting utmost effort to prevent any human rights violations.

Article 3 Implementation strategies:

- I. Providing a friendly and safe work environment and treating employees with dignity.
- II. Prohibiting any discrimination, sexual harassment, non-sexual harassment, workplace violence and intimidation and provide a grievance mechanism and properly handle various human rights violations.
- III. Prohibiting forced labor, human trafficking, and child labor.
- IV. Ensuring equal labor rights for individuals of all nationalities, ethnicities, social classes, languages, beliefs, religions, political affiliations, places of origin, birthplaces, genders, sexual orientations, ages, marital statuses, appearances, facial features, and physical or mental abilities; eliminating unlawful discrimination and guaranteeing equal access to employment opportunities such as recruitment and promotion, as well as training, development, compensation and rewards; and fostering a diverse and inclusive workplace environment.
- V. Respecting employees' freedom of association and rights to collective bargaining, maintaining unobstructed communication channels with employees, and building a harmonious workplace.
- VI. Promoting physical and mental health and work-life balance of employees. Complying with all applicable laws, ensuring that daily working hours do not exceed 12 hours and that monthly overtime does not exceed 46 hours (with the exception of emergency or special circumstances. Overseas subsidiaries shall operate in accordance with local regulations), providing fair and timely payment of a living wage, implementing lawful attendance and leave management systems, and offering employees statutory annual leave.

VII. Establishing diversified communication channels to ensure stakeholders' rights. Prior to any mass terminations, statutory requirement for plan approval, public announcement and notification procedures will be completed at least 60 days in advance, with the exception of natural disasters, incidents, or unforeseen events. Overseas subsidiaries shall comply with local regulations.

Article 4 Revision record:

Initial version published in September 2018 has been repealed.

First version published in April 2021 has been repealed.

Second version is revised in April 2024.

Third version is revised in April 2025.