



Delta Group Human Rights and Employment Policy

Article 1. Overview

Human rights are fundamental rights, freedoms and standards of treatment to which all people are entitled. Respect for human rights is rooted in our values and applies wherever we do business. The Delta Group Human Rights and Employment Policy (the “policy”) is established to succinctly express Delta’s respect for human rights on a worldwide basis. Wherever Delta operates we shall comply with the international labor practices and standards of human rights including the United Nations (UN) Global Compact, the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the Organization for Economic Co-operation and Development Guidelines for Multinational Enterprises, the SA8000 Standard of Social Accountability International (SAI,), the Code of Conduct of Responsible Business Alliance(RBA), Declaration of Human Rights, International Labour Organization Tripartite Declaration of Principles (ILO MNE Declaration) and any applicable labor or employment laws and international standards. Delta promises to comply with all applicable labor and employment laws and international standards in all operating areas.

Article 2. Scope

The scope of the policy includes all employees, subsidiaries, business partners, suppliers and contractors of Delta Electronics, Inc.

Article 3. Our Principles

1. Diversity and Inclusion

Delta advocates a corporate culture of diversity and inclusion, respect for individual differences, and the integration of diverse viewpoints to strengthen the unique competitiveness of the company. We value the diversity and inclusion in staffing of people with disabilities, gender diversity, ethnic and racial minorities, and track the implementation status year by year in order to enhance the diversity and inclusion in the composition of various management levels and employees, own operation processes and supply chain management.

2. Non-Discrimination and Non-Harassment / Humane treatment

Delta is committed to providing a workplace free from discrimination and harassment. Delta Members must not threaten or subject employees to harsh or inhumane treatment, including but not limited to any form of gender-based violence, sexual



harassment and other types of harassment, sexual assault, corporal punishment, mental or physical coercion, bullying, public shaming, verbal abuse, or others; nor should there be any threat of such treatment. We adopt a zero tolerance policy for any form of discrimination and inhumane treatment including but not limited to discrimination based on age, disability, ethnicity, gender, marital status, national origin, political affiliation, race, religion, sexual orientation, gender identity, union membership, covered veteran status, or any other status protected by applicable laws when conducting the recruiting, hiring, training, rewarding and disciplinary measures, promotion, termination and retirement and other employment condition related practices. We are committed to providing all employees with reasonable accommodation for religious practices and disability. Unless required by applicable laws or the consideration of workplace safety, Delta Members shall not request employees to conduct any health examination that could be used in a discriminatory way, including pregnancy or medicine tests, or physical exams, and shall not discriminate based on test results.

3. Working Hours, Wages and Benefits

All hiring shall completely comply with applicable laws and adopt the relatively stricter alternative for local laws or international standards on measures including working hours, overtime hours, minimum wage, overtime pay and other mandatory benefits. All workers shall receive equal pay for equal work and qualification. Unless there are unusual operation needs or emergencies, employees shall be allowed at least one day off every seven days. All overtime must be voluntary. Compensation and benefits paid to employees shall meet the applicable laws of minimum wages, overtime pay, paid leaves and mandatory benefits according to law. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, employees shall be provided with a wage statement and informed of their compensation composition and paid period. All use of temporary, dispatch and outsourced labor will be within the limits of the local law.

4. Freely Chosen Employment / Prohibition of Forced Labor

All workers shall be staffed per their free choice. Employees who have reasonably notified Delta to terminate the employment contract in accordance with the law shall have the right to resign or terminate the employment contract and will not be punished for the termination. There shall be no unreasonable restrictions on employees' freedom of movement in the facility. Employers can only hold documentation if such holdings are required by law. Employees shall not be denied access to their documents of personal identification and the like.

Delta also requires that our own operations, third party labor agencies, suppliers and



business partners shall all ensure freely chosen employment. Foreign migrant workers shall sign, receive and confirm their employment contract before leaving their home country.

As an employer and global corporate citizen, we do not accept any type of forced labor, slavery, or human trafficking including the transportation, transfer, harboring, employment, or hiring people by means of threats, coercion, fraud, or paying anyone for the purpose of control.

5. Young Workers

We prohibit the employment of child labor, support the elimination of improper and illegal business transactions related to child labor and act in accordance with relevant legal requirements and ethics to ensure the measure of checking the age of new recruits. The term “child” refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. All employees of Delta Electronics, Inc. and its subsidiaries must be at least 16 years old. Employees under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. If child labor is identified, assistance/remediation is provided.

6. Freedom of Association

We respect the legal rights of all employees to freely form and join (or not join) unions, to bargain collectively, and to engage in peaceful assembly in accordance with the law. We are committed to establishing processes for ongoing two-way communication between workers and management where relevant or necessary. And we shall create an environment where employees can freely express, share their concerns or make suggestions. Delta will also establish employee communication channels in accordance with the law so that employees do not have to worry about discrimination, retaliation, threats or harassment. Where the right of freedom of association and collective bargaining is restricted by applicable laws and regulations, workers shall be allowed to elect and join alternate lawful forms of worker representations.

7. Workplace health and safety

We are committed to providing all employees with a safe, healthy, clean and comfortable working environment. In order to provide better protection, we have established a management system of occupational health and safety, providing appropriate, well-maintained, personal protective equipment and complying with applicable regulatory requirements to reduce health and safety risks. We periodically hold training courses for all employees and provide reasonable accommodations in



pursuit of zero work injuries and zero accidents. We take gender-responsive measures to ensure that pregnant women and nursing mothers are not in working conditions which could be hazardous to them or their child, and eliminate or reduce their exposure to any occupational health risks including those related to their job assignment. We also provide reasonable accommodations for nursing mothers. When employees remove themselves from imminent harm or make health and safety-related recommendations, there is no need to worry about retaliation.

8. Ethics

All Delta Members shall uphold the highest standards of business ethics. Delta adopts a zero-tolerance policy that prohibits any form of bribery, corruption, extortion, embezzlement of public funds and improper gains. Delta Members shall avoid conflicts of interest, protect intellectual property rights and comply with the standards of fair business, advertising and competition, anti-trust and ensure that conflict minerals will not be used in our products. Standards of fair business, advertising and competition are to be upheld. We are committed to reasonably protecting the personal information and privacy of anyone we do business with (including suppliers, customers, consumers and employees). Delta complies with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted and shared.

9. Value Chain Responsibility

We expect all suppliers to uphold these same values and comply with our requirements for suppliers (Supplier CSR Policy, Supplier Code of Conduct, Declaration of Compliance with RBA Code of Conduct, Delta Metal Source Report and Declaration Form). All suppliers shall comply with the above requirements and implement them in an effective manner. Suppliers shall take actions to identify, monitor and mitigate any negative impacts on the environment, society, and governance in the value chain.

Article 4. Policy Compliance

We adopt a series of procedures to manage and fully comply with Delta's human rights policy. The compliance with this policy shall be reported to the Board of Directors every year. The daily operation and monitoring of Delta's human rights status shall be implemented by each site through various tools including self-evaluation forms, audits, periodic evaluations, and systematic tools. The whistle-blowing and remediation processes will be conducted continuously. If any employees, partners, suppliers, and vendors have concerns, they can report and communicate through various confidential channels. To ensure that the policy is complied with, relevant and appropriate



documents and records shall be kept. To ensure the effectiveness of the policy, the content of the policy will be reviewed annually and updated as long as needed. In addition, we will provide corresponding training courses to employees and related stakeholders.

Article 5. Whistle-blowing and Remediation Processes

Delta has set up formal reporting channels for employees, Delta’s suppliers and other external stakeholders to report on any Delta Member’s conduct that is illegal, in violation of human rights, code of conduct or corporate integrity management. In accordance with the local procedures for whistle-blowing and grievance reporting, we will promptly investigate the alleged circumstances and take actions to mitigate any impacts on human rights. Delta will not tolerate any retaliation against anyone who has reported potential violations of laws, the Delta Code of Conduct, or other company policies in good faith.

Scope of Application		Mailbox
Employees and Other External Stakeholders	Head of the Alleged Person’s Department	The mailbox or contact number of the department head of the unit
	Taiwan	HR885@deltaww.com
	Southern China	5399.CNS@deltaww.com
	Eastern China	5399.CNE@deltaww.com
	Western China	5399.CNW@deltaww.com
	Shanghai China	5399.SH@deltaww.com
	Americas	HR.GRIEVANCE.DAL@deltaww.com
	EMEA	HR.GRIEVANCE.EMEA@deltaww.com
	SEA	HR.GRIEVANCE.SEA@deltaww.com
	NEA	HR.GRIEVANCE.NEA@deltaww.com
	India	HR.GRIEVANCE.DIN@deltaww.com
Supplier	Global	885@deltaww.com

Article 6. Revision History Effective Date

This policy is effective from July 26th, 2024.

Edition History

- The 1st edition was established in 2010.
- The 2nd edition was amended in June 2019.
- The 3rd edition was amended in July 2021.
- The 4th edition was amended in June 2022.
- The 5th edition was amended in July 2024.