

Human Rights Policy Specific Measures

The Company promises and provides employee human rights protection in accordance with the "Company Human Rights Policy". We take actions consistent with the "Business Conduct Guidelines", and all employees follow the same standards. The implementation of relevant specific measures is as follows:

Human Rights Protection Training Practice:

Provide relevant laws and regulations compliance propaganda during the training of new employees, including prohibition of forced labor, prohibition of child labor, anti-discrimination, anti-harassment, working hour's management, and protection of humane treatment.



Provide sexual harassment online courses on the E-learning platform, including understanding the concept of sexual harassment, prevention and handling of sexual harassment incidents.

Provide employees with different safety training, including fire training, emergency response courses, first aid training, general safety and hygiene education training, plant safety training, etc.



Help employees understand workplace bullying, know how to avoid bullying, and jointly create a friendly working environment that is open to communication and open management.

✚ Human Rights Concerns Specific Measures:

01

Provide fair employment opportunities

- ✧ Strictly abide by the local government labor laws, international norms and “Human Rights Policy”, etc., and implements the Company’s internal norms. Eliminate unlawful discrimination to ensure equal job opportunities, and do not force or force any unwilling person to perform labor practices.
- ✧ The employment of child labor is prohibited. The Company only accepts applicants who are over 18 years old for recruitment, and inspects the hired employees.
- ✧ In 2025, 155 new employees have been recruited, and a total of 15 people have participated in aircraft maintenance technician training courses. This year's recruitment accounted for 79% of young people and middle-aged and elderly people, providing fair employment opportunities.
- ✧ As of 2025, the Company has employed 17 individuals with disabilities (including 6 hired beyond the statutory quota), exceeding the legal employment ratio.
- ✧ As of 2025, the Company has employed 27 Indigenous staff members (including 16 hired beyond the statutory quota), exceeding the legal employment ratio.

02

Implement workplace human rights

- ✧ According to the whistle-blowing system and employee grievance methods, smooth grievance channels, such as the Chairman’s mailbox and grievance hotline, handle related grievance cases.
- ✧ In accordance with the Company's “Business Conduct Guidelines”, “Corporate Governance Best Practice Principles” and the “Workplace Sexual Harassment Prevention Measures Complaint and Punishment” of the work rules and other norms, implement the grievance procedure in the principle of fairness and integrity, and continue to prevent illegal occurrences.
- ✧ In 2025, the Company has held employee education courses such as "Corporate Governance Integrity Management", "Handling Material Information and Preventing Insider Trading", "Legal Education", "Anti-sexual Harassment" and "Workplace Bullying", with a total of 1,148 participants.
- ✧ In 2025, the Company conducted "Privacy and Personal Data Protection Policy Awareness" sessions, with a total of 1,166 participants.

03

Provide a safe and healthy working environment

- ✧ Promote the goal of zero disasters, and pursue the continuous improvement of Occupational Safety and Health activities with the PDCA cycle management model.
- ✧ Handle child care measures and set up breastfeeding collection rooms and nursing consultation services.
- ✧ Occupational disease assessment and health guidance by on-site doctors.
- ✧ In 2025, 4 Occupational Safety and Health Committee meetings have been held.
- ✧ In 2025, the Company conducted occupational safety training courses, health lectures, health activities and health week publicity, with a total of 2,787 employees trained.
- ✧ In 2025, AIR ASIA Co., Ltd. Occupational Safety and Health Family has coached 28 suppliers and trained 50 participants.

04

Respect employees’ freedom of assembly and association

- ✧ Diversified activities are provided every year. In 2025, it has participated in 1 walking activity and 1 Labor and Management Sports Competition, and held 5 family-day events.
- ✧ The Company signed a collective contract with the Labor Union for the first time on Nov. 24, 2016, signed for the second time on Sep. 17, 2020, and for the third time on Sep. 17, 2023. It has been revised 7 times on Nov. 10, 2017, Jun. 15, 2018, Dec. 18, 2018, Nov. 14, 2019, Aug. 24, 2022, Feb. 14, 2023 and Sep. 13, 2023. We continued to optimize the content of the contract.
- ✧ In 2025, 4 labor-management meetings have been held.