

7.1 Personnel Management and Development

7.1.1 Human Rights and Inclusion

2-23

Taipower is committed to supporting and adhering to internationally recognized human rights standards, such as those outlined in the United Nations Universal Declaration of Human Rights, the UN Global Compact, and International Labor Organization conventions. These standards are incorporated into its operational activities. As an important public utility, Taipower must respect and protect the human rights of all stakeholders, including its employees, and strive to prevent any potential human rights violations.

Taipower's stakeholders are diverse and encompass various groups with different human rights concerns. For example, employees of Taipower may be particularly concerned about human rights issues in the workplace, such as occupational health and safety and labor rights protection. Alternatively, customers may be more concerned about the protection of their personal data and privacy rights.

Taipower has developed a human rights policy that is publicly available on its official website. In terms of practical implementation, Taipower has established comprehensive employee welfare systems and occupational health and safety management systems to ensure the health and safety of its employees. In the future, human rights initiatives will be gradually expanded as the Company works to incorporate the expectations of suppliers, customers, and other business partners and related issues found throughout the value chain.

Employee Human Rights Policy ▶▶

Taipower is committed to safeguarding the human rights and related interests of its internal employees. Taipower firmly believes that every employee should receive fair and humane treatment and respect. Its actions in this regard include protecting the human rights of internal employees in the workplace, ensuring equal treatment and rights for all internal employees, establishing a friendly working environment, providing a safe and healthy workplace, respecting employees' freedom of association, promoting labor-management harmony, and protecting employees' personal information.

In 2022, Taipower held a total of 49 labor-management meetings and briefings. Additionally, the Company included childcare for children under the age of three as a reason for granting leave without pay. For employees with children under 3 years old, Taipower implemented measures such as reducing working time by one hour, thus exceeding the requirements of Article 19 of the Gender Equality in Employment Act. Furthermore, the Taipower Welfare Committee for Employees, a foundation, provides childcare subsidies for employees with children under 6 years old. These measures help the Company create a family-friendly environment in the workplace. In addition, to promote public childcare services in line with national policies, Taipower has established early childhood education and care centers in seven regions in northern, central, and southern Taiwan, providing care for children aged 2 to 6.

To fulfill its commitment to respecting the human rights of internal employees, Taipower has taken concrete actions by formulating relevant regulations and measures that help create a safe, equal, non-discriminatory, and harassment-free working environment for all. The specific policies are as follows:

The actions related to the internal employee human rights policy within Taipower include:

Protecting the human rights of internal staff in the workplace

The Company strictly abides by relevant government regulations, such as the Labor Standards Act, Employment Services Act, Gender Equality in Employment Act, and Rights of Persons with Disabilities Act. It prohibits actions that violate human rights, including bullying, discrimination, child labor, and sexual harassment. Employment practices ensure that employees are not treated differently based on race, social class, language, conscience or belief, religion, political affiliation, birthplace, gender, sexual orientation, age, marital status, appearance, physical or mental disabilities, zodiac sign, blood type, or union membership status. We promote fairness in employment, compensation, benefits, training, performance evaluation, and promotional opportunities to provide an equal working environment.

Equalization of rights and benefits for internal staff in the workplace

The personnel compensation standards of the Company are based on the Employment Fee and Salary Management Guidelines for Agencies under the Ministry of Economic Affairs and the Basic Principles for the Authorization of Employee Benefits in Public Enterprises. For employees with similar job responsibilities or value, equal pay is provided. Units and/or colleagues that demonstrate outstanding performance or put in extra effort are rewarded in a timely manner, and the benefits of the Company's operations are shared among them.

We also ensure fairness in personnel evaluations and promotional opportunities, and provide relevant mechanisms for appeals. Discrimination based on gender, sexual orientation, or any other illegitimate reasons is strictly prohibited, and our main consideration is to match people's talents with suitable positions.

Establishment of a friendly working environment for internal employees

Working hours for employees are determined by the work rules and collective agreements, which are adjusted according to changes in laws and regulations. With the approval of the labor union, working hours may be extended for operational needs, in accordance with the provisions of the Labor Standards Act, with overtime pay or compensatory leave provided.

Providing a healthy and safe workplace for internal staff

The Company has established a sexual harassment complaint hotline and mailbox, and regularly issues sexual harassment prevention and awareness e-newsletters to demonstrate its determination to exercise a zero-tolerance stance on such incidents. In addition, the "Together We Care" Employee Assistance Program (EAP) system has been implemented to assist employees in resolving work-related and mental health issues.

The Company follows the Gender Equality in Employment Act, Sexual Harassment Prevention Act, Guidelines for Complaints, Investigations, and Disciplinary Measures for Workplace Sexual Harassment Prevention, and Sexual Harassment Prevention Guidelines to establish measures for preventing and handling sexual harassment. All employees are required to sign a written declaration against sexual harassment annually. We have set up a dedicated hotline and email for sexual harassment complaints. Training and workshops are conducted to raise awareness, and we regularly issue newsletters on sexual harassment prevention. We communicate with all units to emphasize the importance of prevention and to ask them to take relevant actions. We also have a "Heart-to-Heart" employee assistance programs that supports employees facing work-related challenges and emotional issues by promoting a caring workplace culture.

Respect for Freedom of Association of Internal Staff

The Company respects the rights of employees to organize and join various clubs and organizations. In accordance with the Implementation Measures for Labor Education, Taipower further supports the establishment of various labor education classes by employees. These advocate lifelong learning and encourage cross-unit and cross-departmental exchanges among employees that can lead to the sharing of company information, individual life experiences, and self-improvement knowledge. Financial assistance is also provided to support these initiatives.

Actions to Promote Internal Harmony between Employees and Workers

The Company provides diverse communication channels and relevant proposal mechanisms for employees, such as difficulty complaints, employee proposals, an anti-corruption mailbox, appeals for performance evaluations and disciplinary actions, reporting of unlawful actions that affect job duties, grassroots and new employee communication forums, and more. These avenues allow employees to freely express their opinions.

Taipower adheres to labor laws and regulations, including the Labor Union Act, Collective Agreement Act, and the Regulations for Implementing Labor-Management Meetings to support employees in organizing and joining labor unions and in exercising their labor rights. Through collective bargaining and regular labor-management meetings, an open communication environment has been established to foster a harmonious win-win approach to labor-management relations.

Protection of the Personal Data of Internal Staff

In accordance with the Personal Data Protection Act, the Enforcement Rules of the Personal Data Protection Act, and the Management Measures for the Security Maintenance of Personal Data Files in the Electricity and Public Natural Gas Industries, the Company has established guidelines and procedures related to personal data. It has also set up a Personal Data File Security Maintenance Management Team to ensure that the collection, processing, and utilization of personal data complies with legal regulations, thereby safeguarding the rights of employees to the security of their personal data.

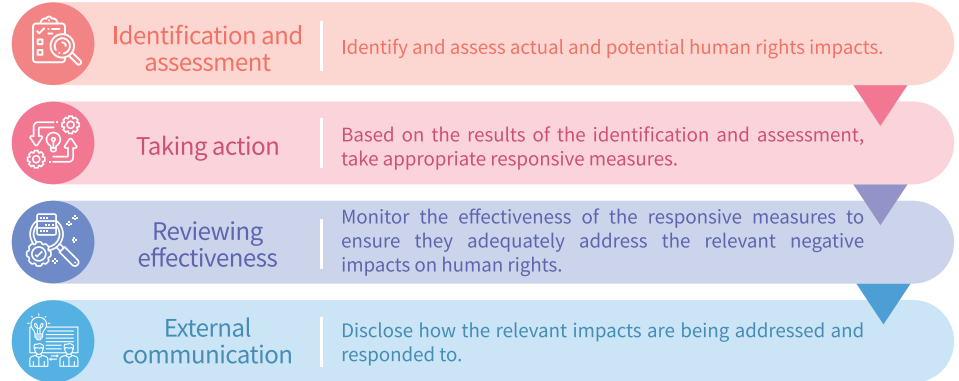
Actions related to the human rights of outsourced workers

Actions to safeguard the labor rights and interests of outsourced contract workers

The Company's labor service procurement and contracting adhere to regulations such as the Labor Standards Act, Engineering Association guidelines, and contract templates provided by the Ministry of Labor. In consideration of the need to protect the rights and interests of outsourced labor, relevant measures have been developed. Protective actions are taken at several points including within the procurement contracts signed between Taipower and Contractors. For instance, Taipower utilizes a standard contract template for labor service contracting that adheres to relevant standards and outlines the consequences of illegal statements and actions on the part of the parties. Additionally, high-quality contacts are required between the Contractor and hired laborers. These contracts are available through the Ministry of Labor. In the event of a violation, a punitive penalty is imposed. Frequently, this involves the withholding payment to the Contractor and instead making payment to the hired laborer whose rights have been impeded.

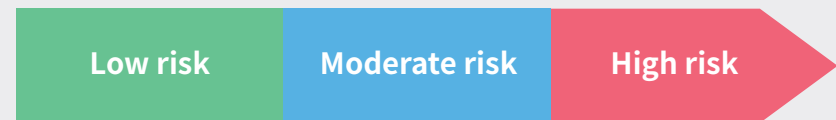
Human Rights Due Diligence ▶▶

Taipower conducted a preliminary human rights assessment and risk identification in 2022. In the future, the Company will refer to international human rights conventions such as the United Nations Guiding Principles on Business and Human Rights as it carries out comprehensive human rights due diligence. The process is as follows:



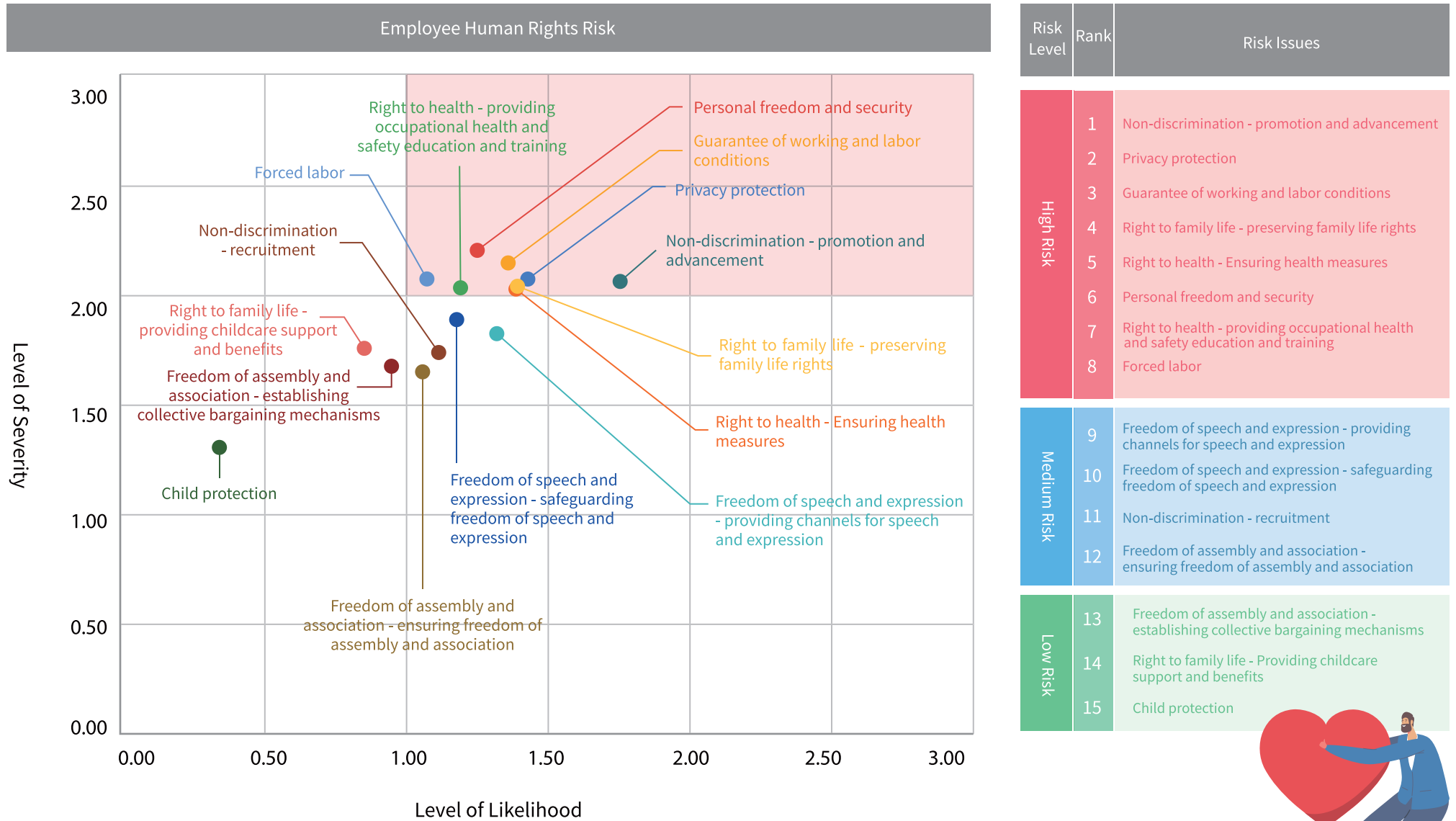
Identification and Assessment

Taipower referenced international human rights guidelines, domestic laws and regulations, as well as benchmarking reports from leading companies in compiling human rights-related risk issues. These issues were evaluated and included in the human rights risk assessment questionnaire. The questionnaire assessed the "likelihood" and "severity" of each human rights risk issue. Likelihood was scored as follows: 0 points = unlikely to occur, 1 point = low likelihood (1% - 30%), 2 points = moderate likelihood (31% - 60%), 3 points = high likelihood (above 61%). Severity was scored as follows: 0 points = no impact, 1 point = not severe, 2 points = severe, 3 points = extremely severe. Based on the survey results, a Human Rights Risk Matrix was generated, and the human rights risks were categorized into three levels according to the following criteria:



High risk: Likelihood score of 1 or higher and severity score of 2 or higher
Moderate risk: Likelihood score of 1 or higher and severity score below 2
Low risk: Likelihood score below 1

In 2022, the questionnaire was distributed to Taipower employees, and a total of 72 responses were collected. The assessment results are as follows:



Taipower will further investigate and analyze high-risk human rights issues and propose countermeasures.

