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Human Rights Policy of Kwantex Research Inc.

Kwantex Research Inc. recognizes and supports various international human rights conventions such as the "United Nations Declaration of Human Rights", "United Nations Global Compact", "United Nations Guiding Principles on Business and Human Rights (UNGP)", "Ethical Trading Initiative (ETI)", and refers to international norms and core value to set up our human rights policy.

We are committed to protecting human rights. The human rights policy applies to all employees of headquarter and Kwanmiao Factory. In order to ensure that operations and all commercial activities meet the requirements, suppliers and customers are expected to comply with it simultaneously. Kwantex continues to provide communication platforms and channels for interested parties to ensure they can express their opinions freely and safely.

At the same time, we strive to fully protect the working environment, comply with relevant laws and regulations, provide employees with a safe and healthy working environment, prevent accidents, reduce the risk of occupational disasters, ensure employee safety, and promote physical and mental health to achieve sustainable development.

The following is the implementation guideline of Kwantex's human rights policy, and request suppliers and customers to follow the same standards:

1. Comply with local laws and regulations and provide a safe, hygienic and healthy working environment.
2. Prohibit all kinds of discrimination, bullying and harassment.
3. Prohibit forced labor, child hiring and human trafficking.
4. Take responsibility for purchasing and production to ensure that there are no conflict minerals in the supply chain.
5. Provide equal job opportunities and remuneration regardless of nationality, religion, race, party, color, age, gender, sexual orientation, gender identity, physical and mental disabilities, disease history, pregnancy, marriage, language, thoughts, appearance, facial features, etc.
6. Respect privacy and ensure that the collection and use of personal information comply with regulatory requirements.
7. Respect the principle of the right of trade unions and ensure that employees have freedom of association and the right to engage in collective bargaining.
8. If employees or interested party have concerns about responsible business conducted in organizational operations and business relationships, please contact us through the following complaint channels to avoid illegal infringement of human rights:
 - ※ Telephone: +886-6-595-6111 #240 Nancy Chen / Administration dept.
 - ※ Email: nancy@kwantex.com
 - ※ Complaint box: Lavatory in A area at headquarter, mold room at Kwanmiao factory, laundry drying room at Vietnamese staff dormitory, prayer room at Indonesian staff dormitory

President:

A handwritten signature in blue ink, appearing to read "Jack Li", is written over a horizontal line.

Date: Feb. 3, 2026