



Human Rights Protection Policy

Article 1: Purpose

The Company complies with relevant laws and regulations to protect the legal rights and interests of employees. We adhere to internationally recognized human rights standards, including the "Universal Declaration of Human Rights," the "UN Global Compact," the "UN Guiding Principles on Business and Human Rights," and the "International Labour Organization (ILO)" conventions. We strive to eliminate any infringement or violation of human rights and treat all colleagues with dignity and respect.

Article 2: Scope and Applicability

This Human Rights Protection Policy applies to CyberLink Corp. and its subsidiaries. The applicable subjects include employees, customers, suppliers, and business partners.

Article 3: Policy Guidelines

1. Comply with recognized international standards and the laws and regulations of the locations where the Company operates.
2. Prohibit all forms of discrimination and harassment, foster a diverse and inclusive culture, and provide equal opportunities.
3. Prohibit the use of child labor and any form of forced labor.
4. Provide fair and reasonable compensation, working conditions, and sound career development and promotion channels.
5. Establish a safe and healthy working environment.
6. Support employees in maintaining physical and mental health as well as work-life balance.
7. Protect personal privacy and information security, and implement the protection of data rights.
8. Provide diverse and transparent grievance channels and protect the anonymity and rights of whistleblowers.

Article 4: Implementation and Amendment

These principles shall be implemented upon approval by the Chairman, and the same shall apply to any future amendments.

CyberLink Corp.

Chairman