

# Human Rights Due Diligence Report 2025



## **Advantech Human Rights Policy and Commitment**

Advantech Corporation, Ltd. (hereafter "Advantech") respects and supports all internationally recognized human rights principles and standards, including the Universal Declaration of Human Rights, the UN Global Compact, the OECD Guidelines for Multinational Enterprises, the Responsible Business Alliance (RBA) Code of Conduct, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. We do our best to observe and abide by the laws and regulations of each location in which we conduct business and have established our Human Rights Policy and Commitment in accordance with the UN Guiding Principles on Business and Human Rights.

#### 1.1 Scope of Application

This Human Rights Policy and Commitment applies to all members of the Advantech Group and its joint ventures. Under the "Protect, Respect, and Remedy" Framework, Advantech has made efforts to protect and ensure human rights are upheld by our employees, suppliers, contractors, partners, and within our corporate settings, reducing human rights risks or applying remedial measures to lessen the effects of related incidences.

Policy	Content	Link
"Advantech Human Rights Policy and Commitment"	Advantech respects and supports all internationally recognized human rights principles and standards, including the Universal Declaration of Human Rights, the UN Global Compact, the OECD Guidelines for Multinational Enterprises, the Responsible Business Alliance (RBA) Code of Conduct, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. We do our best to observe and abide by the laws and regulations of each location in which we conduct business.	Policy URL



# **Documents Related to Human Rights**

Item	Explanation	Links
Advantech Business Conduct	Advantech outlines the Business Conduct to educate and guide all our employees, officer and board worldwide to seek the guidance on any ethical questions that may arise in the course of their work. And, this Conduct is implemented in accordance with Commonwealth, Advantech's integrity management rule and the related laws of the countries and RBA Code of Conduct in which we operate.	Policy URL
Advantech Anti- Discrimination and Anti- Harassment Policies	Advantech are committed to creating a harmonious and inclusive working environment and to eliminating any form of discrimination or harassment, while creating an equal, safe, and friendly workplace that allows colleagues to work with peace of mind and leverages their expertise. Advantech has drawn up the Anti-Discrimination and Anti-Harassment Policies, hoping that all colleagues fully understand the Company's responsibilities and our determination in respect to these Policies and implement them accordingly.	Policy URL
Advantech Guidelines for Handling Complaint and Punishment of Workplace Sexual Harassment	To properly handle complaints concerning sexual harassment filed by employees, job applicants, and dispatched workers and to implement immediate and effective correctional and remedial measures, these Guidelines are established in accordance with Paragraph 1, Article 13 of the Act of Gender Equality in Employment and the Ministry of Labor Regulations for Establishing Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace.	Policy URL
Advantech Whistleblower Report Processing Guideline	To solidify core value of ethical management culture of Advantech and to comply with the Company's "Code of Ethics and Business Conduct" and "Advantech Business Conduct", this Whistleblower Report Processing Guideline was formulated to clearly establish reporting channels and investigation and handling procedures, so that to ensure the implementation of the "Code of Ethics and Business Conduct" and "Advantech's Business Conduct" established by the company, and safeguard the legitimate rights and interests of whistleblowers.	Policy URL

# **Documents Related to Human Rights**

Item	Explanation	Links
Advantech Prevention and Management of Unlawful Infringement in the Performance of Duties SOP	According to the Occupational Safety and Health Act, employers should properly plan and take necessary safety and health measures to prevent physical or mental injuries caused by actions of others in the performance of their duties, so as to prevent all employees engaged in work at Advantech from being physically or mentally harmed by unlawful acts of employers, supervisors, coworkers, service users or other third parties in the workplace due to the performance of their duties.	Policy URL
Advantech EHS Policy	Advantech holds "Enabling an Intelligent and Sustainable Planet" as the corporate brand vision and stands as a global leader in the IoT intelligent system and embedded platform industries. We are willing to contribute our greatest effort to the environment and occupational health and safety (OH&S), achieve the goal of zero environmental pollution in production, zero occupational accidents in the workplace, and comprehensive health care, fulfill our responsibility of global sustainable development.	Policy URL
Advantech Personal Data Protection Regulation	To strengthen the protection and management of personal data of Advantech, reduce operational risks, and protect individual's right of personal data, in accordance with relevant laws and regulations on personal data protection, the Company formulate the Advantech Personal Data Protection Regulation.	Policy URL
Advantech Supplier Code of Conduct	Advantech outlines the Code of Conduct to educate and guide all suppliers and contractors of Advantech Group to seek the guidance on any questions that may arise in the course of their work. This Code of Conduct is implemented in accordance with Commonwealth, Advantech's integrity management rule and the related laws of the countries and RBA Code of Conduct in which we operate.	Policy URL
Advantech Responsible Minerals Due Diligence Guideline	Complying with the Dodd-Frank Act of 2010 (H.R. 4173) and the EU Regulation (EU) 2017/821, and to avoid Advantech products from potentially obtaining minerals from Conflict-Affected and High-Risk Areas (CAHRAs) as defined by the Organization for Economic Co-operation and Development (OECD) during the manufacturing process.	Policy URL

# **Human Rights Management Framework**

Advantech is committed to promoting human rights management and embedding it into daily operations, ensuring that human rights and dignity are protected across all aspects of business activities. The Board of Directors and its Sustainability Development Committee serve as the highest decision-making bodies for human rights issues, responsible for setting the overall direction and goals for corporate social responsibility and sustainability development. They formulate related management policies and promotion plans, while regularly overseeing implementation outcomes to strengthen integrity management and risk management practices.

2.1 Governance Framework		Board of Directors	
	Audit Committee		Advantech Foundation
	Compensation Committee		
Sustainability Development Committee			ESG Office

#### 2.1.1 Organizational Regulations

The Sustainability Development Committee, appointed by the Board of Directors, is composed of at least 3 members. A convener and meeting chairperson are elected among the members. The committee shall convene meetings at least 4 times a year and may hold additional meetings as necessary.

#### 2.1.2 Human Rights Training

From the first day of employment, new Advantech employees receive education and training on human rights topics as part of the standard onboarding process. Taking into consideration employees' workplaces and schedules, the training is conducted online to prevent potential human rights issues.

#### **Stakeholder Communication Channels**

#### 3.1 Stakeholder Communication Channels

Stakeholders in human rights include employees, suppliers, joint ventures, and others. Advantech encourages them to participate in activities through multiple channels, whether at the corporate level or within organizational units.

Employee	Suppliers		Joint Ventures		
Direct communication	Indirect communication	Direct communication	Indirect communication	Direct communication	Indirect communication
<ul> <li>Suggestion box</li> <li>ABLE &amp; LINE community</li> <li>New employee orientation</li> <li>Seasonal EHS training</li> <li>Employee newsletter</li> </ul>	Labor- manageme nt meeting	Reporting mailbox	Supplier conference		

#### 3.1.1 Employee Communications

Advantech regularly holds labor-management meetings across its global regions. Topics of discussion include coordination of labor relations, promotion of labor-management cooperation, labor conditions, labor welfare planning, and measures to improve work efficiency, among others. These efforts aim to enhance communication and consultation between labor and management, safeguard employee rights, and establish long-term positive relationships.



#### **Stakeholder Communication Channels**

Stakeholders	Channels	Frequency
Employee	Advantech ABLE platform	Every day
	Employee newsletter (HR Express / ESG Newsletter)	Weekly / quarterly
	Suggestion box, GA/IT help Desk, ABLE Line community	From time to time
	Employee internet, e-mail and global electronic signage	From time to time
	Physical and virtual employee conferences	Half-yearly
	Labor-management meeting, occupational health & safety committee, EHS committee meeting	Quarterly
	Employee welfare committee	Quarterly
	EHS education and training	For orientation / quarterly / from time to time
Suppliers	Supplier ESG evaluation	
	Supplier ESG promotion	
	Supplier conference	
	Supplier evaluation	
	Reporting mailbox	

#### **Stakeholder Communication Channels**

#### 3.1.2 Supplier Engagement

To fulfill the core of comprehensive sustainable supply chain management, Advantech has distributed the Advantech ESG Risk Assessment Audit Form to existing suppliers every two years since 2021. This form is designed based on the RBA Code of Conduct 7.0 and SAQ (Self-Assessment Questionnaire). Suppliers are required to respond regarding their implementation status across 4 key sustainability dimensions (Labor, Health and Safety, Environmental Management & Business Ethics) and provide relevant supporting evidence, such as management system certification certificates or related operational documents.











#### **Grievance Mechanisms**

#### 4.1 Grievance Channels

Since 2015, Advantech has been developing an "Prevention and Management of Unlawful Infringement in the Performance of Duties" in accordance with the Ministry of Labor's Occupational Safety and Health Administration's guidelines for preventing unlawful harm on workplace. This aims to prevent company employees from suffering unlawful harassment by employers, supervisors, colleagues, or service recipients while performing their duties, and to avoid external attacks (hereinafter referred to as "workplace violence") in work-related environments (including commuting), including physical, verbal, psychological, and sexual harassment that causes physical or mental harm.





#### I . Purpose

- To implement the spirit of international standards including the "UN Universal Declaration of Human Rights," "UN Global Compact," "UN Guiding Principles on Business and Human Rights," and the International Labor Organization's "Declaration on Fundamental Principles and Rights at Work," Advantech (hereinafter referred to as "the Company") regularly conducts "Human Rights Due Diligence" to identify potential human rights risks that may affect the company and stakeholders (including employees, suppliers, customers, communities, etc.), and to take appropriate preventive and responsive measures.
- ◆ To identify applicable labor laws and regulations or other requirements for the company's products / activities / services, ensure compliance, and ensure that regulatory changes are properly managed.

#### Ⅱ. Scope

- ◆ All labor risk identification and management that involves interactions with the Company's activities, products, and services shall be applicable.
- The identification team lists the scope of human rights impacts based on Advantech's own operations, cases from leading enterprises, and domestic and international human rights regulations and international standards.

#### **Ⅲ. Frequency**

Evaluations are conducted every three years for employees, contractors, and joint ventures, and human rights risk assessments are implemented every two years for key tier-1 suppliers. Since the first comprehensive human rights due diligence was conducted in 2022, human rights governance practices have been progressively deepened, and the scope of human rights due diligence was further expanded in 2025.

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#### IV. Structure

This evaluation was conducted through questionnaire, covering two dimensions: probability of occurrence and severity of human rights risks. 11 risk issues were systematically identified and assessed, forming a risk matrix to serve as the basis for subsequent governance.

#### **V** . Definition

- ◆ Human Resources Department Employee Services and Care Unit Supervisor: Responsible for convening the global human rights risk identification team to execute human rights risk identification.
- ♦ Human Rights Risk Identification Team: Composed of personnel designated by the Human Resources Department Employee Services and Care Unit Supervisor, responsible for human rights risk identification, confirmation, integration, improvement, and other operations.
- ♦ Human Rights Risk: Elements within an organization's operations, products, or services that interact with workers.
- Human Rights Impact: Any adverse effects on workers that can be wholly or partially attributed to an organization's activities, products, or services.
- ◆ Identification Scope: Includes employees, contractors, and joint ventures, assessing potential human rights risks that these 3 stakeholder categories may face in areas such as labor rights protection, working conditions and safety, equality and diversity inclusion.
- ◆ Impact Analysis: Assessment based on "probability of occurrence" and "severity level," with employees, suppliers, contractors, and joint ventures evaluating based on their daily operations and interaction with stakeholders. Through impact analysis, the materiality of various human rights risk issues for the Company is clarified.



#### VI. Procedure

- **♦** Formulation and Regular Review of Human Rights Policy
  - After Advantech's initial formulation and publication of its human rights policy, the Company will regularly review whether the policy content remains aligned with organizational strategy, changes in the industry, and international human rights standards, and will revise and strengthen the policy when necessary.
- Human Rights Risk Analysis
  Through analysis of data including major human rights issue management, human rights audit reports, and stakeholder opinions, the Company confirms the current risk distribution of various human rights issues.
- Major Human Rights Issue Identification Based on risk analysis results, human rights issues with high risk or impact levels are identified as priority management targets. Corresponding management objectives are established, and prevention, mitigation, and remedial measures are planned to strengthen risk control and responsibility fulfillment.
- Remedial Mechanism Activation and Management System Revision
  Relevant remedial and risk mitigation operations are executed, and internal related management systems and procedures are evaluated to determine whether they are consistent with human rights issue management objectives. If inconsistencies are found, corrective actions are initiated simultaneously.

#### Human Rights Risk Audit Operations

The Company follows the RBA (Responsible Business Alliance) management framework to execute human rights risk audit work, conducting audits and gap analysis on the practical operations of various business units and supply chain partners, and immediately initiating improvement measures for major deficiencies.

- **♦** Management Review Report Generation
  - Integrating various human rights management and audit results, annual management review reports are regularly produced to evaluate system implementation performance, identify key areas for improvement, and provide management with decision-making references.
- Deficiency Improvement and Effectiveness Tracking
  - Based on the deficiencies and recommendations listed in management review reports, specific improvement plans are formulated, and continuous tracking mechanisms are established to ensure the implementation and effectiveness of improvement measures.
- ♦ Stakeholder Communication and Transparent Disclosure
  - Continuously promoting human rights education and training covering internal employees, suppliers, and other stakeholders to strengthen human rights awareness and policy implementation. Meanwhile, through public disclosure of the company's human rights management-related information and promotion of diverse grievance and feedback channels, ensuring smooth and responsive two-way communication mechanisms.



#### VII. Human Rights Risk Assessment Scope

Includes 11 major categories: human trafficking / child labor (including minor workers), forced labor (including excessive working hours), freedom of association and communication channels, freedom of expression (including collective bargaining rights), labor condition protection (including wages and welfares, etc.), health rights and occupational safety, personal freedom and security (including sexual harassment), non-discrimination, diversity & inclusion, equal pay for equal work, privacy & personal information protection, and protection of labor conditions.

#### VIII. Definition of Human Rights Risk

The identification team conducts impact analysis on identified human rights risks according to the following identification parameters, calculating "probability of occurrence" and "severity level."

Probability of occurrence (likelihood) identification parameters are as follows: Both qualitative and quantitative ratings are calculated based on the average of all regions.

Level	Probability	Percentage	Description
1	Very low	< 10%	Almost never occurs under normal circumstances, with only 1 occurrence or less per year.
2	Low	10% ~ 30%	Occurs under very rare circumstances, approximately 1 or more occurrences every six months.
3	Medium	30% ~ 70%	Occurs under certain circumstances, approximately 1 or more occurrences every quarter.
4	High	70% ~ 90%	Occurs under many circumstances, approximately 1 or more occurrences per month.
5	Very high	> 90%	Occurs almost routinely, with a frequency of 1 or more occurrences per week.

#### **Ⅷ.** Definition of Human Rights Risk

The identification team conducts impact analysis on identified human rights risks according to the following identification parameters, calculating "probability of occurrence" and "severity level."

• Severity level (impact scope and remendability) identification parameters are as follows: Both qualitative and quantitative ratings are calculated based on the average of all regions.

Level	Severity	Description
1	Very minor	Minimal impact, usually no significant negative effects on oneself or stakeholders, can be restored to original state or negative impacts eliminated within 1 year.
2	Minor	Small scale impact, only some stakeholders are affected, requires 1-3 years to restore to original state or eliminate impacts.
3	Medium	Medium scope impact, involving most stakeholders, requires 3-5 years to restore or compensate.
4	Severe	Serious impact with wide-reaching effects, most stakeholders are affected, requires 5-10 years to restore or significantly reduce impacts.
5	Very Severe	May cause permanent physical and mental harm or serious community impact, even death or major social impact, unlikely to be completely restored to original state.



#### IX. Classification of Human Rights Risk Assessment Values

Major human rights risks are identified according to the following conditions, producing risk quantification definitions and risk issue matrices.

- **♦** Risk Quantification Definition: Risk level is quantified using two dimensions and five levels
  - X-axis Probability of occurrence (likelihood)
  - Y-axis Severity level (impact scope and remendability)
- **♦** Risk assessment values are classified according to risk exposure rating (ER)
  - Level 0 (Low Risk): ER < 4</li>
  - Level 1 (Medium Risk): 4 ≤ ER < 7</li>
  - 2 (High Risk): ER ≥ 7

#### X. Major Human Rights Risk Identification and Continuous Improvement

If any human rights risks, potential impacts, or human rights violations are discovered during human rights due diligence, corresponding mitigation or remedial measures will be actively adopted. Risk assessment values of Level 2 or above are identified as major human rights risks. Such risks require "human rights risk management (mitigation and remediation)" measures, and future conditions must be considered (with a two-year period as the future consideration interval).



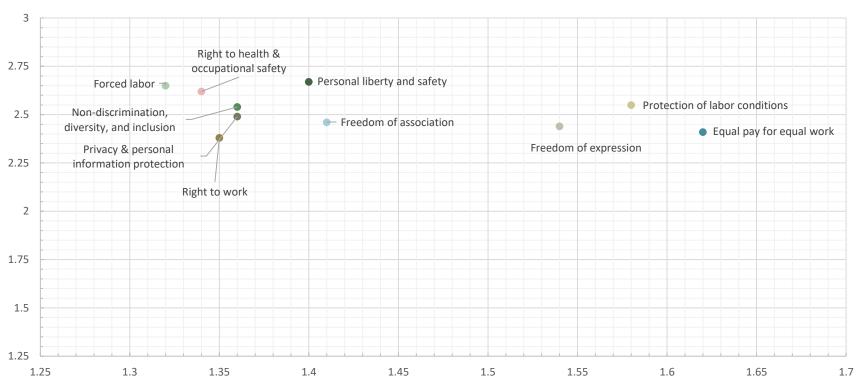
This evaluation was conducted through an online questionnaire, covering two dimensions: <u>probability of occurrence</u> and <u>severity of human rights risks</u>. 11 risk issues were systematically identified and assessed, forming a risk matrix to serve as the basis for subsequent governance.

Items	Explanation
Respondents	<ol> <li>Based on the distribution of the <u>employee population ratio</u> across global operations (Headquarters, Advantech China, Advantech Japan, Advantech Korea, Advantech Europe, Advantech USA, and other regions), stratified sampling was carried out.</li> <li>Within each region, employees were further <u>categorized by position level</u> (executive level supervisor / management-level supervisors / general employees) × gender (male / female / undisclosed), and samples were proportionally drawn accordingly.</li> </ol>
Recovery rate	100 %
Global Coverage rate	100 %



	Human Rights Risk Exposure Rating (Global Employees)								
Human rights risk issues	Advantech Global	Headquart ers	Advantech China	Advantech Japan	Advantech Korea	Advantech Europe	Advantech USA	Other regions	
Human trafficking / child labor	Low Risk	Low Risk	Low Risk(1)	Low Risk	Low Risk(2)	Low Risk	Low Risk	Low Risk	
Forced labor	Low Risk	Mid Risk	Low Risk	Mid Risk	Low Risk	Low Risk	Low Risk	Low Risk	
Freedom of association & communication channels	Low Risk	Mid Risk	Low Risk	Mid Risk(2)	Low Risk	Low Risk	Low Risk	Low Risk	
Freedom of expression	Low Risk(3)	Mid Risk(3)	Low Risk	Mid Risk(3)	Low Risk	Low Risk(3)	Low Risk	Mid Risk(2)	
Protection of labor conditions	Mid Risk(1)	Mid Risk(1)	Low Risk	Low Risk	Mid Risk(1)	Low Risk(2)	Mid Risk(1)	Mid Risk(1)	
Right to health & occupational safety	Low Risk	Mid Risk	Low Risk(2)	Mid Risk	Low Risk	Low Risk	Low Risk	Low Risk	
Personal liberty and safety	Low Risk	Mid Risk	Low Risk(3)	Mid Risk(1)	Low Risk	Low Risk	Low Risk	Low Risk	
Non-discrimination, diversity, and inclusion	Low Risk	Mid Risk	Low Risk	Low Risk	Low Risk	Low Risk	Mid Risk(3)	Low Risk	
Equal pay for equal work	Mid Risk(2)	Mid Risk(2)	Low Risk	Mid Risk	Low Risk(1)	Low Risk	Mid Risk(2)	Mid Risk(3)	
Privacy & personal information protection	Low Risk	Mid Risk	Low Risk	Low Risk	Low Risk	Mid Risk(1)	Low Risk	Low Risk	
Right to work	Low Risk	Mid Risk	Low Risk	Low Risk	Low Risk	Low Risk	Low Risk	Low Risk	

Human Rights Due Diligence Matrix (Employees)





◆ Although the likelihood of occurrence of human rights risks among Advantech's employees is low, to opt for prudence, the top three risks are ranked below according to the risk percentage:

Risk Issues	Risk Scenario
Protection of labor conditions	The working environment or labor conditions do not comply with regulations or are unequal, resulting in employees' fundamental labor rights (such as working hours, wages, OHS, equal pay for equal work, etc.) not being protected, or the use of other labor contracts (such as large numbers of contract workers, dispatched workers, migrant workers, etc.) in an unreasonable manner that deprives employees of legitimate work opportunities.
Equal pay for equal work	Employees with equivalent skills and experience suffer discrimination due to factors such as gender, age, or region, leading to inconsistent compensation where the same amount of labor is provided but different remuneration is received.
Freedom of expression	Lack of safe and effective channels for employees to express opinions, or the use of oppressive measures to control and suppress speech, such as lawsuits, intimidation, or threats, resulting in coercion against individuals' life, work, or livelihood for expressing their views.

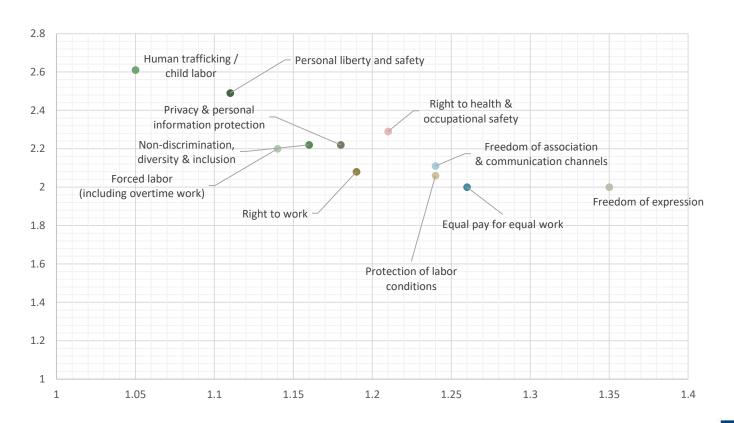
- ◆ Based on the rating results, Advantech has established a comprehensive human rights risk management system, which has also been extended to global operations and value chain partners to strengthen overall protection and response mechanisms.
- ◆ In 2024, the company did not identify any employee-related human rights violations or disputes, nor was there a need for remedial actions, showing that the existing system effectively fulfills its preventive and protective functions.
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# **Human Rights Due Diligence: Contractors**

Item	Explanation
Respond ents	Contractors with transaction amounts exceeding NT\$1 million in 2024. (A total of 702 companies: 186 in Taiwan, 516 in China)
Recovery rate	37 % (A total of 258 companies: 78 in Taiwan, 180 in China)
Global Coverage rate	100 %

Human rights risk issues	Human Rights Risk Exposure Rating (Contractors)
Human trafficking / child labor	Level 0 (Low risk) - No. 1
Forced labor	Level 0 (Low risk)
Freedom of association & communication channels	Level 0 (Low risk)
Freedom of expression	Level 0 (Low risk)
Protection of labor conditions	Level 0 (Low risk)
Right to health & occupational safety	Level 0 (Low risk) - No. 1
Personal liberty and safety	Level 0 (Low risk) - No. 2
Non-discrimination, diversity, & inclusion	Level 0 (Low risk)
Equal pay for equal work	Level 0 (Low risk)
Privacy & personal information protection	Level 0 (Low risk)
Right to work	Level 0 (Low risk)

## Human Rights Due Diligence: Contractors



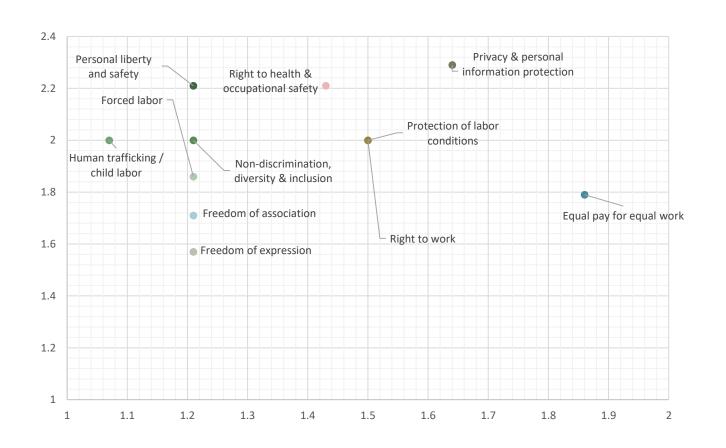


# **Human Rights Due Diligence - Joint Ventures**

Item	Explanation	
Respond ents	Joint ventures that meet both of the following conditions: (18 in total)  1. shareholding of a certain percentage (10%) with more than 10 employees  2. investment amount exceeding NTD 100 million	
Recovery rate	78 % (14 questionnaires were retrieved)	
Global Coverage rate	100 %	

Human rights risk issues	Human Rights Risk Exposure Rating (Joint Ventures)
Human trafficking / child labor	Level 0 (Low risk)
Forced labor	Level 0 (Low risk)
Freedom of association & communication channels	Level 0 (Low risk)
Freedom of expression	Level 0 (Low risk)
Protection of labor conditions	Level 0 (Low risk)
Right to health & occupational safety	Level 0 (Low risk) - No. 3
Personal liberty and safety	Level 0 (Low risk)
Non-discrimination, diversity, and inclusion	Level 0 (Low risk)
Equal pay for equal work	Level 0 (Low risk) - No. 2
Privacy & personal information protection	Level 0 (Low risk) - No. 1
Right to work	Level 0 (Low risk)

## **Human Rights Due Diligence - Joint Ventures**





## Human Rights Risk Management (Mitigation & Remediation)

Target audience	Topic identification	Due Diligence	Mitigation Actions	Target management	Voluntary disclosure of location
	1. Privacy	Applicable globally Employee Code of Conduct (Identity protection, prevention of retaliation & data confidentiality)	Applicable globally     Annual information and cyber security online education and training     To enhance VPN connection security, employees were requested to install the Forestcout information and cyber security software.     Personal data protection handbook	Applicable globally No leakage of employee and customer privacy data	Applicable globally  Advantech Human Rights Policy and Commitment  Employee Code of Conduct  Personal data protection and management measures
OOO Employee	2. Equal pay for equal work	Applicable globally Advantech's remuneration policy is based on employees' duties and responsibilities. The Company complies with local labor laws and regulations, and salary standards do not vary based on gender. Take Taiwan as an example, the laws and regulations include: The "Labor Standards Act," Gender Equality in Employment Act," and "Employment Service Act." Advantech has established the Diversity, Equity, and Inclusion (DEI) Team, which reports to the Sustainable Development Committee on a quarterly basis	Applicable globally     For new hires with work experience, their job band and salary can be determined by referencing the education and experience of current Advantech employees with similar backgrounds     Annual salary adjustment & bonus: The Human Resources Department formulates the annual salary budget and operational principles. After approval by the President, it will be submitted to various departmental supervisors for fair salary adjustments based on individual performance appraisals	Applicable globally The salary job band system is designed to complement the Company's long-term strategies and also provide supervisors with more room in rewarding performance and abilities. The system evaluates the job rather than the individual, taking into consideration seven factors to ensure equal pay for equal work	Applicable to Taiwan     Advantech sustainability report     Advantech announces on recruitment websites (e.g. 104 Job Bank)     Remuneration and bonus management and implementation regulations     Recruitment and employment management regulations     Performance management and rating regulations
	3. Non- discrimination, diversity, and inclusion	Applicable globally In the global employee satisfaction survey, employee feedback on a workplace that is free from discrimination and sexual harassment is higher than average Applicable to Taiwan HR Dashboard monitors work diversity and workforce distribution data (e.g.: gender ratio, workforce age distribution, distribution by job category, etc.)  Maternity leave/paternity leave is better than the legal requirement Race and cultural communication training course	Applicable globally The non-discrimination clause in the Human Rights Guidelines provides for equal opportunities in terms of external public recruitment and internal transfers Advantech respects employees' equal opportunity in employment and career development, and employment opportunities will not be affected by discriminatory treatment or any form of discrimination based on an employee's gender, race, religious beliefs, political affiliation, sexual orientation, rank or position, nationality, or age	Applicable globally Candidates were hired based on their education, experience, and ability, the hiring decisions were not affected by gender, race, religious beliefs, political affiliation, sexual orientation, job band, nationality, or age	Applicable globally  Advantech Human Rights Policy and Commitment  Advantech Co., Ltd's anti-discrimination and anti-harassment policy  Global employee engagement survey  RBA Validated Assessment Program (VAP) operations manual  Applicable to Taiwan  Act of Gender Equality in Employment  Labor standards act

## Human Rights Risk Management (Mitigation & Remediation)

Target audience	Topic identification	Due Diligence	Mitigation Actions	Target management	Voluntary disclosure of location
Indigenous peoples	Non-discrimination, diversity, and inclusion	Applicable to Taiwan Advantech's remuneration policy is based on employees' duties and responsibilities. The Company complies with local labor laws and regulations, and salary standards do not vary based on race	Applicable to Taiwan Advantech allowed indigenous employees to apply for public leave during the Indigenous Harvest Festival in accordance with the Labor Standards Act	Applicable to Taiwan No complaints of discrimination against indigenous people were received	Applicable to Taiwan  Labor standards act  Advantech ESG Report 5.3 Diversity, equality and inclusive workplace
Child & forced labor	Child labor was prohibited & there were no forced labor/human trafficking	Applicable globally Advantech regularly conducted internal and external audits and supplier audits in accordance with the guidelines in the RBA Validated Assessment Program (VAP) operations manual	Applicable globally Advantech verifies the resume and actual age of applicants prior to recruiting and hiring employees. Individuals under the age of 18 will not be hired All of Advantech's PVL suppliers and new suppliers must sign the "Advantech Supplier Code of Conduct", which stipulates that suppliers should strive to protect labor human rights according to internationally recognized standards	Applicable globally In 2023, Advantech and its suppliers achieved zero child labor and zero forced labor In 2023, all of Advantech's PVL suppliers and new suppliers were required to sign the "Advantech Supplier Code of Conduct." Passed internal and external audits and audits of existing suppliers in 2023	Applicable globally  Advantech Human Rights Policy and Commitment Advantech supplier Code of Conduct  RBA Validated Assessment Program (VAP) operations manual
People with disabilities	Employment of people with disabilities	Applicable to Taiwan Regularly monitored the number of employees with disabilities monthly according to labor laws and regulations	Applicable globally Advantech respects employees' equal opportunity in employment and career development, and employment opportunities will not be affected by discriminatory treatment or any form of discrimination based on an employee's gender, race, religious beliefs, political affiliation, sexual orientation, rank or position, nationality, or age	Applicable globally According to Taiwan's "People with Disabilities Rights Protection Act", the number of employees with disabilities with capability to work in a company shall be no less than 1% of the total number of employees. If the weighted total value fails to meet the standard, the Company must regularly pay the "shortfall allowance" to the disabled employment fund of the labor competent authority	Applicable globally  Advantech Human Rights Policy and Commitment  Advantech ESG Report 5.3 Diversity, equality and inclusive workplace

## Human Rights Risk Management (Mitigation & Remediation)

Target audience	Topic identification	Due Diligence		Mitigation Actions	Target management	Voluntary disclosure of location	
Female	Sexual harassment prevention & workplace Zero discrimination				Applicable to Taiwan  Established the Gender Equality in Employment Committee according to the "Act of Gender Equality in Employment" and formulated Advantech Co., Ltd.  Guidelines for Handling Complaint and Punishment of Workplace Sexual Harassment. Furthermore, the regulations were promoted through meetings and emails  Implemented the "OHS" regulations and the Prevention plan for unlawful infringement during the performance of duties through the organization of labor (occupational) safety and health and occupational health personnel		Applicable globally Employee Code of Conduct  Applicable to Taiwan  • Advantech Co., Ltd.  • Guidelines for Handling Complaint and Punishment of Workplace Sexual Harassment  • Prevention plan for unlawful infringement during the performance of duties Prevention plan for unlawful infringement during the performance of duties
Target audio	Target audience Topic identification		Due Diligence		Mitigation Actions	Target management	Voluntary disclosure of location
Migrant wor	hiring 2. Hiring co	rimination in	Applicable globally Advantech regularly conducted internal and external audits according to the guidelines in the RBA Validation Procedures (VAP) operation manual	At Adv opport treatm on an politic	rable globally rantech, foreign migrant workers' employment tunities are not affected by discriminatory sent or any form of discrimination based employee's gender, race, religious beliefs, al affiliation, sexual orientation, job band, sality, or age	Applicable globally  Zero discrimination in hiring foreign migrant workers  Passed external RBA audit	Applicable globally  Advantech Human Rights Policy and Commitment  Advantech group employee handbook  Advantech ESG Report 5.3 Diversity, equality and inclusive workplace
Employee of third-pa contracto	rty		Applicable globally Advantech regularly conducted PVL suppliers and new supplier audits according to the guidelines in the RBA Validation Procedure (VAP) operation manual	Pro Pro Pro Pro Pro Pro Re	rable globally mply with various social responsibility undards and the regulations of local mpetent authorities ohibition of child labor and forced labor oxide a healthy and safe workplace omote labor-management cooperation not accept metals (Au, Ta, Sn, W, Co) from untries with conflict mining areas and trace e sources and smelters of metals used in rts ject any form of corruption, extortion, ickmail, and bribery	Applicable globally Sign a Supplier Code of Conduct Agreement with third-party contractors	Applicable globally Advantech Supplier Code of Conduct



# & WISE-Edge Edge Computing in Action

Thank you