

Medigen Biotechnology Corporation

Human Rights Policy

May 10, 2022

I. Purpose

To fulfill our corporate social responsibility and protect the fundamental human rights of all employees, customers, and stakeholders, the Company, in compliance with the United Nations *Universal Declaration of Human Rights*, the *Global Compact*, the *International Labour Organization Conventions*, and other international human rights covenants, has formulated this policy to prevent any acts of human rights violations, ensuring that all internal and external members of the Company are treated fairly and with dignity.

II. Scope of Application

This policy applies to all employees of the Company.

III. Support for International Human Rights Covenants

1. Human Rights

The Company supports the principles of the *United Nations Global Compact*, respects and upholds international human rights, ensures that human rights are not violated within the Company, and refrains from collaborating with any parties that infringe upon human rights.

2. Labor

In line with the objectives stated in the *Universal Declaration of Human Rights* and the *International Labour Organization Conventions*, the Company prohibits all forms of discrimination, forced labor, and the employment of child labor, and does not obstruct employees' freedom of association.

3. Environment

The Company is committed to providing employees with a safe and healthy working environment, complying with relevant regulations to continuously improve workplace safety and hygiene, preventing accidents, reducing occupational hazards, ensuring employees' safety, and promoting their physical and mental well-being.

IV. Diversity and Inclusion in Talent Selection and Equal Opportunities in Labor Rights

1. In recruitment, the Company adheres to the principles of fairness and objectivity in evaluating candidates' overall performance, values diversity in talent selection, and considers gender equality. Equal rights are also respected and protected after employment.
2. In matters of labor rights such as employment, compensation and benefits, training opportunities, promotion, termination, or retirement, the Company ensures that no unfair treatment is given to employees or applicants on the basis of race, class, language, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, age, marital status, appearance, facial features, disability, zodiac sign, blood type, or other discriminatory factors.

V. Information Security

To safeguard privacy rights, the Company has established comprehensive controls over data access, processing, transmission, storage, as well as personnel and equipment security. Related security maintenance and control measures have been implemented for all aspects, including application system development, design, and maintenance, databases, networks, personal computers, and storage media.

VI. Implementation and Amendments

This policy has been approved by the Board of Directors for implementation, and any amendments shall follow the same approval process.