

Human Rights Policy

Eclat Textile Co., Ltd. complies with the local laws and regulations applicable to all of its global operations. Guided by internationally recognized human rights standards including *the International Bill of Human Rights, the Core Labour Standards of the International Labour Organization's Fundamental Conventions, the United Nations Universal Declaration of Human Rights, and the Social Accountability Standards System* as well as relevant local laws and regulations, we are committed to treating every current employee with dignity and respect. At both the policy and management levels, Eclat has established mechanisms in accordance with this Human Rights Policy to safeguard human rights. The Human Rights Policy is set forth as follows:

1. Ensuring Workplace Health and Safety (Complying with ergonomic standards to prevent occupational hazards).
2. Reasonable Working Hours Management.
3. Prohibition of Violence and Unlawful Infringement.
4. Protection of Personal Data.
5. Fair Employment and Prohibition of Discrimination.
6. Legally Compliant Wages and Benefits.
7. Responsible Employment Practices.
8. Prohibition of Forced Labor.
9. Prohibition of Child Labor.
10. Protection of Freedom of Association and Collective Bargaining.
11. Provision of Diverse and Anonymous Grievance Mechanisms.
12. Responsible Raw Material Sourcing.

This Policy is formulated in accordance with the International Bill of Human Rights, the Core Conventions of the International Labour Standards, and the expectations of relevant stakeholders. The Policy shall take effect upon approval by the Board of Directors, and the same procedure shall apply to any amendments.

This Policy was established on June 28, 2024.

(This translation is for reference purposes only. In the event of any discrepancies, the Chinese version shall prevail.)