

Human Rights Policy

Marketech International Corp. adheres to the laws and regulations of the countries in which we operate. We respect and support internationally recognized human rights norms and principles, including the International Bill of Human Rights, the Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. We uphold the human rights of all our employees, including full-time employees, contract employees, temporary employees, and interns.

This policy applies to Marketech International Corp. and its subsidiaries and affiliates.

Human Rights Commitment

1. We firmly believe that respecting and protecting human rights is an important foundation for the sustainable operation of the company.
2. Human rights issues shall be taken into consideration in all aspects of our operations.
3. We shall provide smooth communication channels for all stakeholders.

Management Policy

1. Formulate relevant management systems and methods in accordance with relevant laws and international human rights conventions.
2. Provide a safe and healthy working environment for employees and implement regular safety training and health education.
3. Prohibit child labor.
4. Prohibit forced labor.
5. Eliminate unlawful discrimination and ensure equal work opportunities.
6. Establish communication channels for stakeholders and handle complaints and suggestions appropriately.

Implementation of Human Rights Policy and Management

I. Formulate relevant management systems and methods in accordance with relevant laws and international human rights conventions.

1. Comply with relevant labor laws and international labor and human rights conventions.
2. Regularly track the status of labor law amendments and evaluate the appropriateness of relevant systems and practices.
3. Establish work rules, employee behavioral standards, and management methods, and publish them on the Company's internal website for employees and managers to consult at any time.

II. Provide employees with a safe and healthy working environment, and regularly implement safety training and health education.

1. Advocate "Zero Accident" policy, promote occupational safety and health on a regular basis every month, deepen the concept of safety and health, and enhance the safety and health awareness of employees.
2. Strictly prohibit sexual harassment and any unlawful acts of harassment.
3. Promote annual employee health checkups and encourage employees to participate in health promotion activities organized by the Company.
4. Establish a special area for occupational safety and health information. Laws, regulations, enforcement information, and promotional materials are published in the Company's internal information area for the reference of employees.
5. AED devices are installed at each site to create a safe working environment.
6. After new employees are on board and before they officially enter the work area, we shall implement safety education and training for new employees.
7. Formulate environmental safety and health policies and continuously promote safety and health performance through the PDCA process.
8. Pass the periodic certification of ISO45001 and ISO14001.

III. Prohibit child labor

1. The Company shall not employ any person under the age of 16.
2. Minors under the age of 18 shall present a letter of consent from their legal representative and proof of age before being employed by the Company.
3. The Company currently has no minor employees under the age of 18.

IV. Prohibit forced labor:

1. The Company shall comply with labor laws and human rights policies and shall not compel any unwilling employee to work.

2. The employees' daily and weekly normal working hours, extended working hours, vacations, special leaves, and other kinds of leaves are regulated by laws and regulations.

V. Eliminate unlawful discrimination and ensure equal work opportunities

1. The Company abides by labor laws and regulations in hiring employees. Through open recruitment channels, the Company adheres to the principle of equal opportunity regardless of race, gender, age, religion, nationality, etc., and selects the right person for the right job.

2. There have been no established cases of discrimination in human rights or labor rights (including the rights of aboriginal people) on the basis of race, gender, physical disability, etc. to date.

3. In accordance with the People with Disabilities Rights Protection Act, the Company employs a full quota of employees with disabilities and provides them with the equipment they need to perform their jobs and the education and training they need to strengthen their abilities. The average number of years of service for employees with disabilities is currently 16 years.

VI. Establish communication channels for stakeholders and handle complaints and suggestions appropriately

1. The "Ethical Corporate Management Best Practice Principles" are established and disclosed on the Company's internal and external websites for stakeholders to inquire.

2. Through meetings or the Internet, we regularly promote and inform our employees of the determination, policies, and preventive measures of Marketech International Corp.'s ethical management as well as the consequences of violating ethical practices.

3. Set up internal communication e-mail box: mhcommunication@micb2b.com and external communication e-mail box: mic@micb2b.com. Assign the specialized person to receive the mail and track the progress of handling.

4. The identity of the complainant and the content of the complaint shall be kept confidential.

5. There have been no established cases of discrimination in human rights or labor rights (including aboriginal rights) on the basis of race, gender, physical disability, etc. to date.

Human Rights Protection Training Practices

-Newcomer Training

When new employees are on board, the Company requires that new employee education and training include the legal compliance awareness, including the

prevention and control of sexual harassment, anti-discrimination, anti-harassment, the implementation of work hour management, and the protection of humane treatment.

-Prevention of workplace violence

Through advocacy and announcements, we make our employees understand that they have the responsibility to help ensure that there is no unlawful abuse in the workplace, and that there is a dedicated hotline for complaints, so that we can work together to create a friendly work environment.

-Occupational Safety Training

Contents include: safety and health education training, fire safety training, emergency response, first-aid personnel training, etc.

-Ethics and Integrity Advocacy

We educate and promote daily behavior and ethical standards in order to provide a healthy and positive workplace culture.

The Company continues to pay attention to the protection of human rights and conducts relevant training in order to enhance the awareness of human rights protection and reduce the possibility of related risks. Statistics of the relevant training in 2023 are as follows:

| Category | Number of participants | Total number of hours |
|---|------------------------|-----------------------|
| Newcomer Training _ Related Legal Compliance Advocacy | 64 | 434 |
| Occupational Safety/ Unlawful Harassment Prevention Promotion | 77 | 231 |
| Occupational Safety Series | 347 | 2,859 |
| First Aid and Health Promotion | 38 | 70 |
| Ethics and Integrity (Trade Secrets and Information Security) | 51 | 110 |