

MSI Vulnerable Worker Policy

微星集團弱勢勞工政策

Objectives and Scope 目標與範圍

Micro-Star Int'l Co., Ltd. and its affiliated companies (collectively, "MSI") recognize the inherent dignity and worth of every individual. We are dedicated to upholding internationally recognized human rights across our entire value chain, as detailed in the [MSI Human Rights Declaration](#). This policy reinforces our commitment and establishes clear expectations for respecting the rights of all workers – whether they are employed directly, through temporary agencies, as migrants, students participating in internships, under contract, or in any other work arrangement. This standard is integrated into our MSI Supplier Code of Conduct, and compliance is expected from all suppliers. Throughout this policy, "supplier" refers to any contractor, subcontractor, or agent working on behalf of that supplier.

微星科技股份有限公司及其關係企業(以下合稱「微星集團」，簡稱 MSI)深信每個人都應受到尊嚴與對待，並致力於貫徹國際公認的人權於我們的整個價值鏈中，如[微星人權宣言](#)所示。本政策強化我們的承諾，並確立對尊重所有勞工權益的明確期望—無論其是直接僱用、透過臨時人力派遣、移工、參與實習的學生、約聘合約，或其他任何工作安排。此標準已整合至微星供應商行為準則，並要求所有供應商遵守。在本政策中，「供應商」指代表供應商工作的任何承包商、次承包商或代理人。

General Labor Standards 一般勞工標準

1. Prohibition of Exploitation 禁止剝削：

MSI prohibits the use of all forms of forced labor, including bonded labor, debt bondage, indentured labor, involuntary prison labor, slavery, and human trafficking throughout our supply chain at every

tier. Suppliers must not employ any methods – including threat, force, coercion, abduction, or fraud – to recruit, transport, harbor, transfer, or receive workers for labor or services.

MSI 禁止在其供應鏈的任何層級使用所有形式的強迫勞動，包含債務奴役、依附勞動、非自願監獄勞動、奴隸制度和人口販運。供應商不得採用任何手段(包含威脅、強迫、脅迫、綁架或欺詐)執行招募、運輸、包庇、轉讓或接收勞工從事勞務。

2. Freedom of Movement 行動自由：

Suppliers shall not impose undue restrictions on workers' ability to move freely within the workplace, or unnecessarily limit access to or departure from company facilities.

供應商不得對勞工在工作場所的行動自由施加不當限制，或不必要地限制其進入或離開公司設施。

3. Transparent Employment Agreements for Migrant Workers

移工透明就業協議：

Before departure from their country of origin, suppliers must provide migrant workers with a clear and understandable written employment agreement in their native language, detailing all terms and conditions of employment.

在勞工離開其原籍國之前，供應商必須以其母語提供一份清晰易懂的書面就業協議，詳細說明所有就業條款與條件。

4. Right to Terminate Employment 終止僱用權：

Workers retain the right to freely resign from their employment at any time.

勞工保有隨時自由辭去工作的權利。

5. Protection of Personal Documents 保護個人證件：

Suppliers must not withhold, destroy, conceal, confiscate, or deny workers access to their personal identity and immigration documents (such as government-issued identification, passports, or work permits), except where legal requirements necessitate temporary retention of work permits. Even when permitted by local law, passports must not be retained. Workers should always have access

to their identification.

供應商不得扣留、破壞、隱藏、沒收或拒絕勞工存取其個人身分和移民證件 (例如政府核發的身分證、護照或工作許可)，除非法律要求暫時保留工作許可。即使當地法律允許，也不得保留護照。勞工應隨時可以存取其身分證明文件。

6. Prohibition of Worker-Paid Fees 禁止勞工支付費用：

Workers must not be required to pay any employment-related fees, including recruitment costs or health assessments. Any such fees previously paid by workers must be promptly reimbursed. Suppliers are responsible for ensuring full compliance with all applicable regulations regarding recruitment fee payments.

勞工不得被要求支付任何與僱用相關的費用，包含招募成本或健康評估。任何先前由勞工支付的此類費用必須立即退還。供應商有責任確保完全符合所有有關招募費用支付的適用法規。

7. Ethical Recruitment Practices 合乎倫理的招募行為：

Suppliers must employ honest and transparent recruitment practices and ensure provided or arranged housing meets the safety and housing standards of the host country. Full disclosure of employment terms is required, including wages, benefits, work location, living conditions (if provided or arranged), and any potential hazards.

供應商必須採用誠實且透明的招募行為，並確保提供或安排的住房符合宿主國的安全和住房標準。必須完全揭露就業條款，包含工資、福利、工作地點、生活條件 (如果供應商提供或安排)、以及任何潛在的危險。

8. Return Transportation Costs 返鄉交通費用：

For work performed outside a worker's usual country of residence under a contract, suppliers are obligated to cover return transportation costs at the end of employment if required by existing temporary worker programs or a written agreement. This applies to non-national workers. Exceptions apply for workers legally permitted to remain in the host country, victims of trafficking seeking assistance, or witnesses in trafficking investigations. 對於根據合約在常住國家以外執行工作的勞工，如果有的臨時勞工計畫或書面協議要求，供應商必須在

僱用結束時承擔返鄉交通費用。這適用於非本國籍勞工。如果勞工在宿主國合法停留、尋求協助的販運受害者或在販運調查中作證，則不適用例外情況。

9. Cooperation with Audits & Investigations 配合審核和調查：

Through contracts, MSI requires suppliers to fully cooperate with local law enforcement agencies and provide reasonable access for audits, investigations, and other actions to verify compliance with the “Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, Supplementing the United Nations Convention Against Transnational Organized Crime,” the “Trafficking Victims Protection Act of 2000” (as amended), the “Human Trafficking Prevention Act” , and all other applicable laws and regulations related to human trafficking and forced labor.

透過合約，MSI 要求供應商與地方執法機構充分合作，並提供合理的機會進行審計、調查和其他行動，以驗證其符合「聯合國打擊跨國有組織犯罪公約關於防止、禁止和懲治販運人口特別是婦女和兒童行為的補充議定書」、「販運受害者保護法(2000年)」（經修訂）、「人口販運防制法」，以及所有其他適用於人口販運和強迫勞動的法律法規。

Combating Trafficking in Persons 打擊人口販運

MSI is firmly committed to a zero-tolerance policy regarding human trafficking in aligning with international standards and applicable laws and regulations.

MSI 堅定致力於採取零容忍政策打擊人口販運，並與國際標準及適用法規保持一致。

1. Suppliers at all tiers are prohibited from 供應商在所有層級均不得：
 - a. Engaging in any form of human trafficking during the course of any contractual work.
在任何工作合約期間從事任何形式的人口販運。
 - b. Procuring commercial sex acts during the course of any contractual work; or
在任何工作合約期間，利用或促使他人從事性交易；或

- c. Utilizing forced labor in the performance of any contractual work.
在任何工作合約中利用強迫勞動。
2. MSI reserves the right to take appropriate formal and/or legal action against any supplier found to be in violation of this policy. These actions include, but are not limited to, suspension of payments and/or contract termination.
MSI 保留對任何違反本政策的供應商採取適當的正式和/或法律行動的權利。此類行動包括但不限於暫停付款和/或終止合約。
3. MSI will report any credible information regarding potential violations of this policy – received from any source, including local law enforcement – to the relevant authorities and will inform suppliers of any actions taken in response.
MSI 將向相關當局報告任何有關潛在違反本政策的可信資訊(無論來自任何來源，包括地方執法機構)並將告知供應商所採取的任何行動。
4. All MSI suppliers are required to incorporate the principles of this policy into all relevant subcontracts.
所有 MSI 供應商均必須將本政策的原則納入所有相關的次合約中。
5. When determining appropriate responses to a violation, MSI will consider whether the supplier has implemented a Trafficking in Persons awareness program.
在確定對違反行為的適當回應時，MSI 將考慮供應商是否已實施打擊人口販運意識計畫。

Prohibition of Child Labor 禁止童工

MSI is dedicated to preventing the exploitation of children and strictly prohibits the use of forced or indentured child labor throughout its supply chain at every tier. For the purpose of this policy, a “child” is defined as any person under the age of 15, or under the age for completing compulsory education, or under the minimum legal employment age in the country where the work is performed – whichever is the highest. Suppliers must implement robust verification methods to confirm the age of all workers.

MSI 致力於防止兒童受到剝削，並嚴格禁止在其供應鏈的任何層級使用強迫或依附的童工。根據本政策，「兒童」定義為任何未滿 15 歲，或未達到完成義務教育年齡，或在工作所在地法律允許就業的最低年齡以下的人員——以最高年齡者為準。供應商必須實施健全的驗證方法，以確認所有工人的年齡。

1. Child labor is prohibited at all stages of MSI' s supply chain. If child labor is identified, remediation measures must be implemented according to applicable law.

童工被禁止於 MSI 供應鏈的所有階段。若發現童工，必須根據適用法律實施補救措施。

2. Workers under the age of 18 (Young Workers) must not be assigned work that could compromise their health or safety, including night shifts or excessive overtime.

18 歲以下的工人（年輕工人）不得被指派可能危及其健康或安全的任何工作，包含夜班或過度加班。

3. Suppliers must responsibly manage student workers through comprehensive record-keeping, thorough vetting of educational partnerships, and safeguarding of students' rights in accordance with applicable laws and regulations.

供應商必須透過全面的記錄保存、對教育合作夥伴的徹底審查以及保護學生的權利（依照適用法律法規），負責任地管理學生工人。

4. Suppliers shall provide adequate support and training to all student workers.

供應商應向所有學生工人提供充分的支持和培訓。

5. In the absence of specific local laws, the wage rate for student workers, interns, and apprentices must be equivalent to that of other entry-level workers performing similar tasks.

在沒有明確當地法律的情況下，學生工人、實習生和學徒的工資率必須與從事類似工作的其他入門級工人相同。

6. To ensure compliance with this policy, MSI will exercise due diligence to determine whether forced or indentured child labor is present anywhere within its supply chain.

為確保符合本政策，MSI 將盡職盡責地確定其供應鏈的任何層級是否存在強迫或依附的童工。

7. MSI reserves the right to take appropriate formal and legal action against any supplier found to be in violation of this policy. Such actions include, but are not limited to, suspension of payments and/or contract termination.

MSI 保留對任何違反本政策的供應商採取適當的正式和法律行動的權利。此類行動包括但不限於暫停付款和/或終止合約。

The annual MSI Slavery and Human Trafficking Statement details our ongoing commitment and due diligence efforts to identify and address risks throughout our operations and supply chain.

年度[微星奴役制度與人口販運聲明](#)詳細說明了我們為識別和解決運營和供應鏈中的風險所做的持續承諾和盡職調查工作。

MSI is committed to upholding the human rights of all workers and treating them with dignity and respect, consistent with international standards. This commitment applies to all workers, including temporary, migrant, student, contract, direct employees, and any other work arrangement. The policies outlined here demonstrate MSI' s commitment and expectations for its entire supply chain.

MSI 致力於維護所有工人的基本人權，並以尊嚴和尊重對待所有工人，符合國際標準。此承諾適用於所有工人，包含臨時工、移工、學生工、約聘工、直接僱用員工和任何其他工作安排。本政策彰顯 MSI 對其整個供應鏈的承諾和期望。

Protecting Pregnant Workers & New Mothers

保護孕婦及產後婦女

MSI is committed to supporting the health and well-being of all workers, including pregnant women and those who have recently given birth. We prohibit discrimination based on pregnancy and related conditions and will provide reasonable accommodations to ensure a safe

and healthy working environment.

MSI 致力於支持所有工人的健康與福祉，包含孕婦及產後一年內的婦女。我們禁止基於懷孕及相關情況的歧視，並將提供合理的協助，以確保安全且健康的作業環境。

1. Pregnant workers and those within one year of giving birth will not be assigned tasks that pose a risk to their health or their pregnancy, as determined by a medical professional.

孕婦及產後一年內的婦女，將不會被指派可能對其健康或胎兒健康構成風險的工作，此風險評估由醫療專業人員認定。

2. Suppliers must provide reasonable accommodations, such as modified duties, flexible schedules, or additional breaks, to support pregnant workers and new mothers.

供應商必須提供合理的協助，例如調整工作內容、彈性工作時間或額外休息時間，以支持孕婦及產後婦女。

3. Suppliers shall ensure access to adequate healthcare and facilities, including appropriate restrooms and breastfeeding facilities where applicable.

供應商應確保取得充分的醫療保健及設施，包含適當的廁所及哺乳室（如果適用）。

4. Discrimination or adverse action against workers due to pregnancy, childbirth, or related medical conditions is strictly prohibited.

因懷孕、分娩或相關醫療狀況而對工人採取歧視或不利措施，嚴格禁止。

This policy aligns with MSI' s commitment to upholding human rights and treating all workers with dignity and respect.

For more information on the standards used to prepare and develop these expectations, please refer to the [RBA Code of Conduct 8.0](#)

本政策符合 MSI 維護人權及以尊嚴和尊重對待所有工人的承諾。

如需更多有關標準的信息，請參閱 [RBA 行為準則 8.0 版](#)。