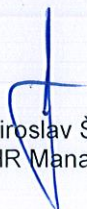





LABOR POLICY

The Management of Delta Electronics (Slovakia), s.r.o. which focus on design and manufacture of electrotechnical products, electric machines and measuring instruments, commits to provide to employees the best possible working environment, fully adhere and honor Constitution of SR, government regulations and laws, as well as Code of Conduct of the company build on RBA Code of Conduct and SA 8000 labor policy standards as follows:

- 1) Delta will observe without any exceptions **right for freely chosen employment** according to Constitution of Slovak Republic and Labor Code.
- 2) Delta will not use **child labor**.
- 3) Delta will not exceed prevailing **work hours** determined by government regulations and laws and will appropriately compensate overtime.
- 4) Delta will, at least at a minimum, comply with all applicable **wage** and hour laws and regulations, including those relating to minimum wages, overtime hours, piece rates and other elements of compensation, and provide legally mandated **benefits**.
- 5) Delta will treat all employees with respect and dignity and will not use corporal punishment, threats of violence or other forms of physical and psychical coercion or harassment.
- 6) Delta **will not** directly or indirectly **discriminate** any of its employees in hiring and employment.
- 7) Delta will support with any applicable means rights for **Freedom of association**.



Miroslav Šagát
HR Manager



Chi - Ming Yu
General Manager

1st December 2022
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