2025

Powertech Technology Inc.

Human Rights Due Diligence Report

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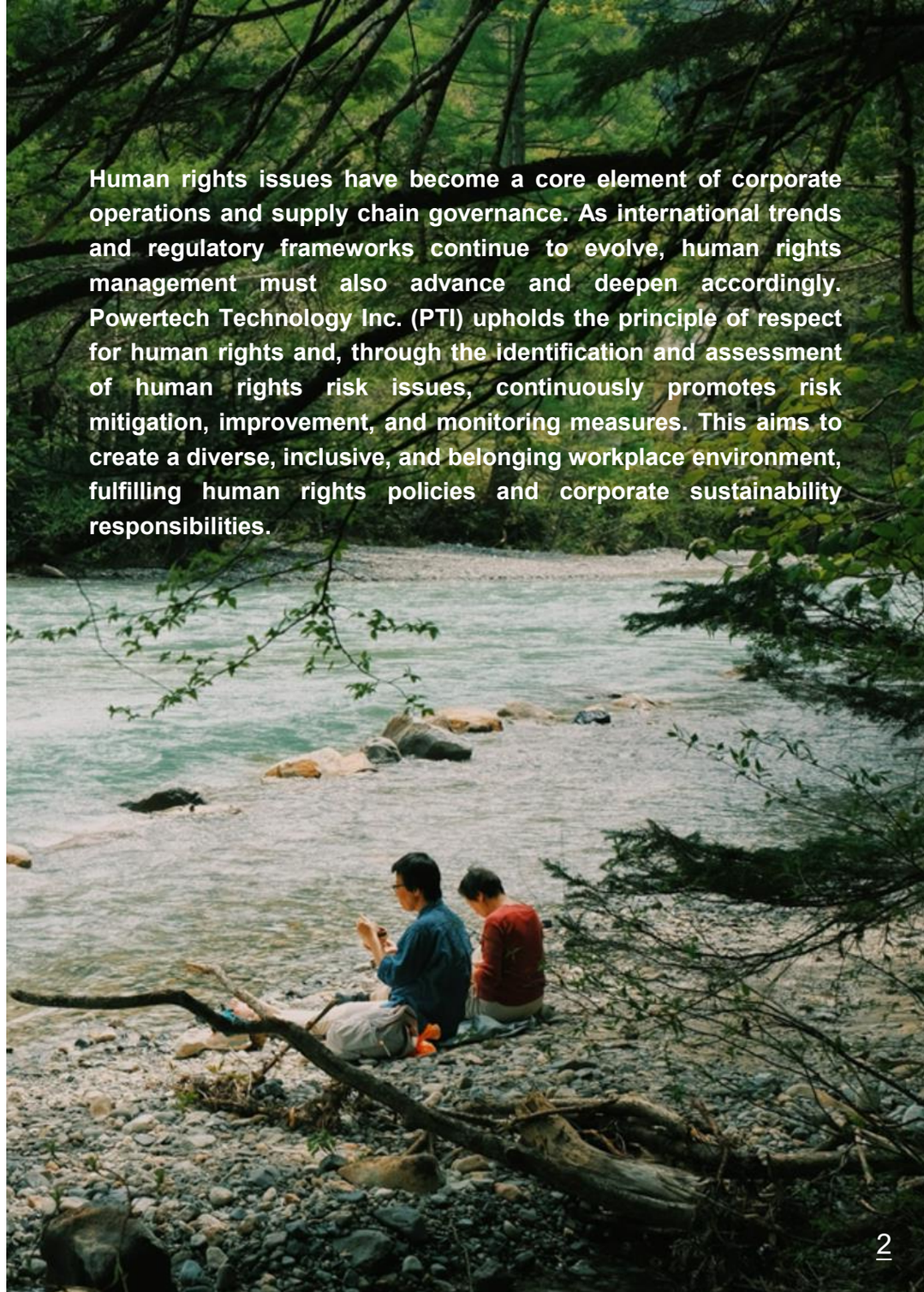


Human rights issues have become a core element of corporate operations and supply chain governance. As international trends and regulatory frameworks continue to evolve, human rights management must also advance and deepen accordingly. Powertech Technology Inc. (PTI) upholds the principle of respect for human rights and, through the identification and assessment of human rights risk issues, continuously promotes risk mitigation, improvement, and monitoring measures. This aims to create a diverse, inclusive, and belonging workplace environment, fulfilling human rights policies and corporate sustainability responsibilities.

1

Human Rights Commitment and Policy

Human Rights Commitment and Policy

PTI is committed to prohibiting slavery, child labor, human trafficking, forced or compulsory labor, and any form of inhumane treatment. Internationally recognized human rights principles and standards are referenced and supported, including the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, ILO Conventions, and the OECD Guidelines for Multinational Enterprises. In compliance with the laws and regulations of the countries in which it operates, PTI has established human rights–related policies applicable to all stakeholders, including customers, suppliers/contractors, and joint ventures.

As a member of the Responsible Business Alliance (RBA), the Company regularly reviews its human rights policies, management, and practices to ensure that human rights throughout its own operations[1] and value chain[2], including the payment of living wages, the avoidance or reduction of overtime and excessive working hours, compliance with working-hour regulations, equal pay for equal work, the provision of annual leave, and lawful termination, are safeguarded.

Note:

1. Own operations: Employees, direct activities, products, and services.
2. Value chain: Customers, suppliers/contractors, joint ventures, business partners, and other relevant stakeholders.

Policy	Impact Object	Content
Human Rights Policy	Own Operations Value Chain	PTI is committed to respecting human rights and upholding human dignity as a core corporate value. The Company complies with applicable labor laws across its global operations, supports internationally recognized human rights standards, and aligns with the Responsible Business Alliance (RBA) Code of Conduct. Its Human Rights Policy applies to employees and supply chain partners, focusing on the prohibition of forced labor, human trafficking, and child labor; the protection of labor rights and freedom of association; fair compensation and non-discrimination; safe and healthy workplaces; and responsible sourcing and production, supported by grievance mechanisms, risk assessments, continuous improvement, and information disclosure. https://www.pti.com.tw/en/csr/workplace/humanright
RBA Code of Conduct Policy	Own Operations Value Chain	We Commit to: • Complying with customer's requirement, applicable laws and regulations to respect and support the fundamental human rights of employees. • Adopting the highest standards of code of business conduct and ethics as our business operation and employee guidelines. • Establishing a safe and healthy working environment to achieve the ultimate target of zero accident. • Fulfilling the environmental protection policy to meet the goal of sustainable development. • Designing and implementing the management system in accordance with the legal regulation and customer's requirement to reduce the risks and achieve continuous improvement. https://www.pti.com.tw/en/csr/management/system
Responsible Minerals Sourcing Policy	Own Operations Value Chain	PTI sustained attention to the conflict minerals issue, we avoid conflict mineral(s) that directly or indirectly finance, or benefit armed groups from conflict-affected regions. PTI related business transactions in accordance with RBA. To ensure that metals of gold, tantalum, tin and tungsten are not excavated from conflict affected and high-risk areas (CAHRAs) such as Democratic Republic of Congo. https://www.pti.com.tw/en/csr/management/system

Policy	Impact Object	Content
Privacy Policy	Own Operations Value Chain	PTI values the protection of privacy and personal data and has established a Privacy Protection Policy in accordance with the Personal Data Protection Act and its Enforcement Rules. This policy applies to customers, job applicants, shareholders or investors, visitors, suppliers, third-party personnel, and users of the Company's website. https://www.pti.com.tw/en/privacy-policy
Environment, Safety and Health Policy	Own Operations Value Chain	• Notify employees, customers and related parties with environment, safety and health policy. • Comply with the legislations of environmental protection, safety, health, and customer requests. • Workers and their representatives shall be consulted and involved in the prevention of work-related injuries and ill health, incidents of workplace harassment or unlawful acts, accident prevention, and loss control. • Accommodate international environmental protection trend and context to drive energy-saving and waste-minimizing activities actively. • Review and improve constantly the environmental, safety and health management system to promote the objectives and whole performance. https://www.pti.com.tw/en/csr/management/system
Labor Policy	Own Operations Value Chain	• Don't use child labor, and don't use forced, bonded or involuntary labor. • Work and rest periods in line with the Labor Standards Act. • Do follow the applicable laws for employee compensation and benefits. • Do fair treatment and respect for each employee; prohibit any form of harassments and inhumane treatments, including corporal punishment, threatening, abuse, slavery. • Provide equal opportunities to work. Do not discriminate employees or job applicants because of race, color, age, gender, sex orientation, disability, nationality, pregnancy, religion, political affiliation, union membership, marriage condition, or any other personal characteristic protected by laws. • Do respect and protect employees' rights of freedom of speech and freedom of assembly and association. Do protect employees from retaliation and threats. • Do comply with local labor laws, customers' related requirements, and international standards. https://www.pti.com.tw/en/csr/management/system

Policy	Impact Object	Content
Ethics Policy	Own Operations Value Chain	**Business Integrity** We prohibit any and all forms of bribery, corruption, extortion and embezzlement. **No Improper Advantage** Bribes or other means of obtaining undue or improper advantage are not to be promised, offered, authorized, given or accepted. **Disclosure of Information** Information regarding labor, health and safety, environmental practices, business activities, structure, financial situation and performance is to be disclosed in accordance with local applicable law. **Intellectual Property** Intellectual property rights are to be respected; transfer of technology and know-how is to be done in a manner that protects intellectual property rights; and customer information is to be safeguarded. **Fair Business, Advertising and Competition** Standards of fair business, advertising and competition are to be upheld. Appropriate means to safeguard customer information must be available. **Protection of Identity and Non-Retaliation** Programs that ensure the confidentiality, anonymity and protection of supplier and employee whistleblowers are to be maintained, unless prohibited by law. **Personal Information Protection** Ensure to protect personal information of employees, customers, suppliers and any other related third party. Personal information shall be collected on the legitimate purpose, processing and use. **Confidential Information** Protect company and customer related information services, technology, financial etc., shall not be disclosed to any third party without permission. https://www.pti.com.tw/en/csr/management/system
Supplier Code of Conduct	Value Chain (Suppliers / Contractors)	To ensure that the working environment in PTI's supply chain is safe, employees are treated with respect and dignity, business operations support environmental protection, and ethical conduct is maintained, PTI has established the Supplier Code of Conduct. PTI requires suppliers to comply with this Code and the laws and regulations of the countries and regions in which they operate. PTI also encourages suppliers to require their downstream suppliers to recognize and adopt this Code, thereby jointly assuming social, environmental, and ethical responsibilities. https://www.pti.com.tw/en/csr/stakeholder/supply

Policy	Impact Object	Content
Corporate Sustainable Development Policy	Own Operations Value Chain	**Promise** We promise to conduct business in a socially responsible and environmentally sustainable manner. **Technology** We develop advanced technology to create a sustainable future for business, society and environment. **Integration** We integrate the interests of all stakeholders to ensure sustained and mutually rewarding relationships. https://www.pti.com.tw/en/csr/management/vision
Anti-Bribery Policy	Own Operations Value Chain	• Abide by integrity and ethics and engage in business activities based on the principles of fairness, honesty, trustworthiness and transparency. • Forbidden to directly or indirectly provide, receive, promise any improper benefits, or engage in other violations of integrity, legal requirements, or fiduciary obligations. • Comply with relevant Anti-Bribery laws, regulations and customer requirements. • Encourage reasonable reporting and protect the whistleblower from any form of retaliation or unfair treatment. • Implement Anti-Bribery Management System and keep on striving for continuous improvement in order to achieve the goals of bribery prevention. https://www.pti.com.tw/en/csr/management/system

2

Human Rights Governance

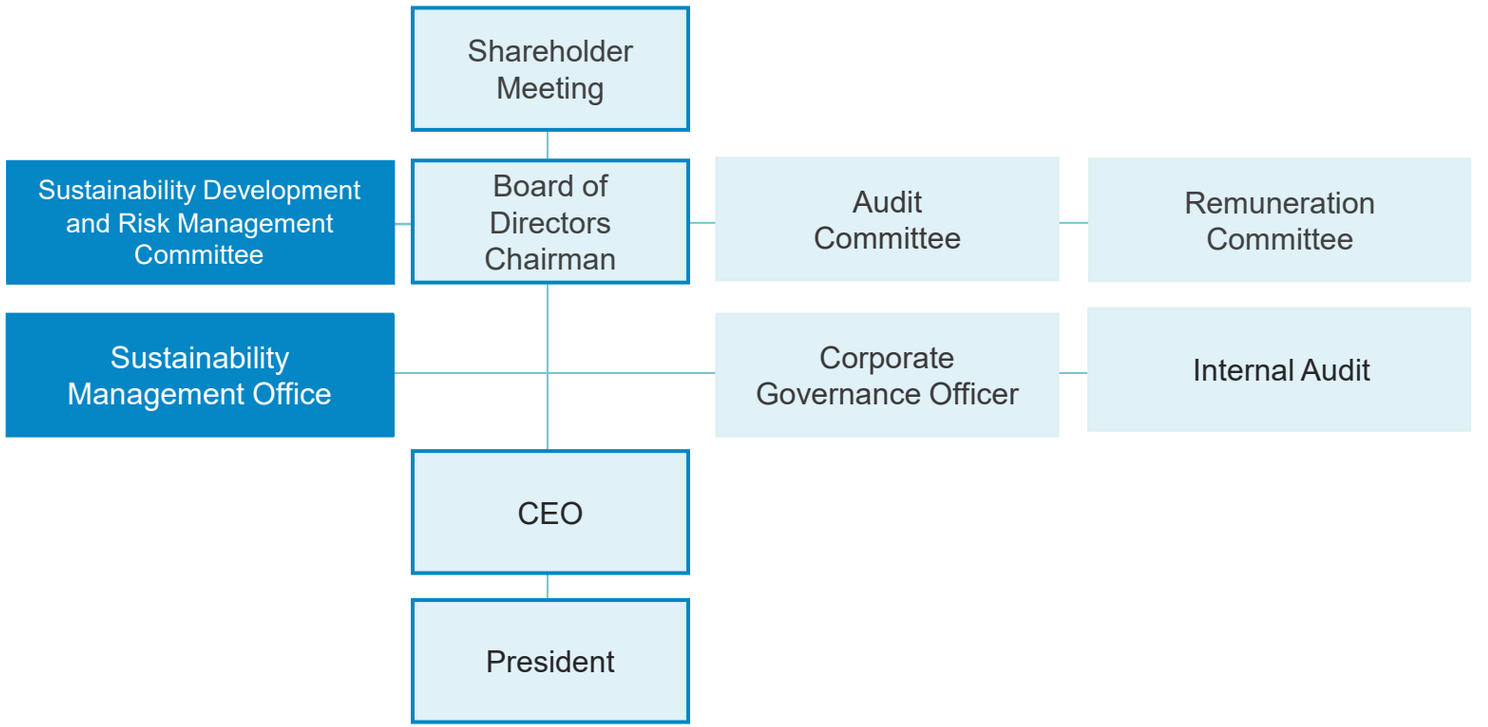
To uphold its human rights commitments, PTI has established a governance framework overseen by the Board of Directors, coordinated by management, and implemented through cross-functional collaboration, ensuring effective integration of human rights policies and practices into its operations and value chain.

Human Rights Governance Organization

■ Governance Oversight by the Board and Its Functional Committees

In November 2025, PTI, upon Board resolution and in response to sustainable development governance needs, renamed the “Risk Management Committee” as the “Sustainability Development and Risk Management Committee”, under the Board of Directors. The Committee is composed of two independent directors and one executive director, responsible for overseeing the Company’s sustainability development, human rights management, and risk management.

The “Sustainability Development and Risk Management Committee” regularly reports to the Board on sustainability development, human rights issues, and risk management. It reviews the Company’s sustainability strategies, targets, and implementation results, and monitors the execution of human rights and overall risk management, thereby strengthening the Board’s oversight of sustainability and human rights governance.



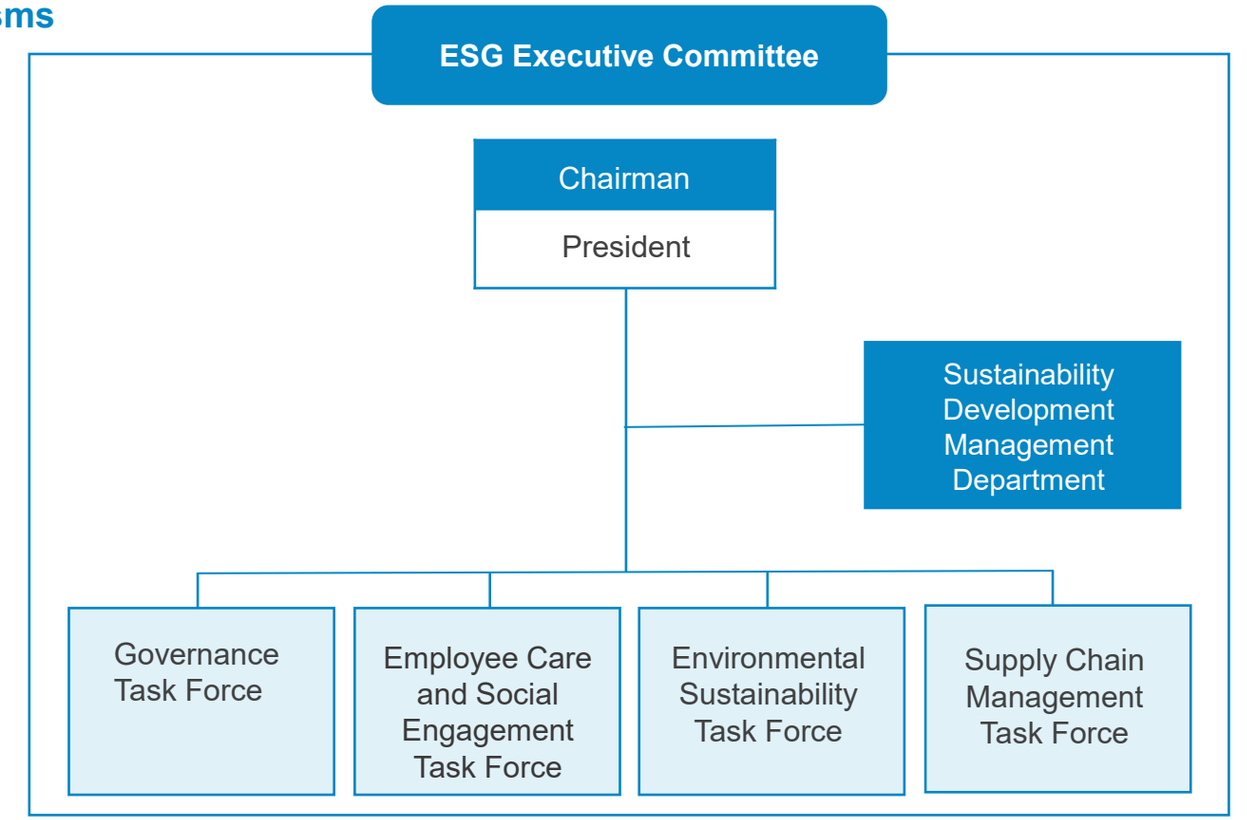
■ Sustainability Management Office

PTI has established the “Sustainability Management Office”, which reports to the Board of Directors, as the dedicated unit for sustainability development and human rights governance. It is responsible for formulating and proposing relevant policies, systems, and management mechanisms, and consolidating the implementation status of sustainability development and human rights management across the Company. It provides such information to the “Sustainability Development and Risk Management Committee” and the Board for review, and supports the Board in overseeing the effectiveness of sustainability and human rights strategies, serving as a key basis for decision-making and the continuous enhancement of human rights governance.

■ ESG Executive Committee and Implementation Mechanisms

PTI established the “CSR Committee” in 2016. In response to evolving sustainability governance needs, it was renamed the “ESG Committee” in 2022, and further renamed the “ESG Executive Committee” in 2026. The Committee operates under the “Sustainability Development and Risk Management Committee” as the primary execution unit responsible for promoting sustainability development and human rights-related initiatives.

The “ESG Executive Committee” is supported by four task forces: “Corporate Governance”, “Employee Care and Social Participation”, “Environmental Sustainability”, and “Supply Chain Management”. Each task force is led by designated management representatives and convenes quarterly meetings to review the implementation and progress of sustainability development and corporate social responsibility initiatives. Among them, the “Employee Care and Social Participation Task Force” is responsible for coordinating and promoting the Company’s human rights management efforts.



Human Rights Strategy

PTI has implemented human rights protection strategies to proactively prevent and mitigate risks of operational and supply chain disruptions arising from human rights violations, thereby safeguarding its corporate reputation and brand value. The Company also upholds its social responsibilities and adheres to international human rights standards to support long-term sustainable development.

PTI maintains a compensation and benefits system that fully complies with applicable local laws and regulations across its operations, including requirements related to minimum wage, working hours (including overtime), insurance, pension schemes, and statutory benefits such as paid annual leave. Any working hours exceeding legally prescribed limits are classified as overtime, with corresponding overtime pay provided based on actual work performed. Employees are granted paid annual leave in accordance with applicable laws, and any unused leave at year-end is compensated in monetary form in compliance with regulatory requirements. The Company also conducts periodic reviews of its compensation practices to ensure that wage levels exceed statutory minimum standards, thereby protecting the rights and interests of entry-level employees.

- Aligns with the RBA Code of Conduct and international human rights initiatives.
- Enhances employee awareness through ongoing communication and training.

Human Rights Education and Training - Operations and Value Chain

PTI regularly conducts human rights education and training for all employees (including contract workers) to enhance their awareness of laws and policies. This training aims to continuously strengthen employees' understanding of laws and human rights policies. For partners (including contractors), PTI also promotes human rights through emails, the annual supplier social responsibility forum, and pre-entry contractor guidelines, continuously building a workplace culture that respects human rights. In 2025, the Supplier Social Responsibility Forum engaged 151 suppliers and 188 representatives from chemical, direct material, and labor agency sectors, among others.

In 2025, a total of 45,944 person-times participated in human rights–related education and training at PTI, with total training hours amounting to 40,337.20 hours. For more details, please refer to the table below:

No.	Course Name	Hours	Attendees	Total Hours
1	RBA and SA8000 Training Course Series	1.00	20,432	20,432.00
2	Employee Management Regulations (Online course)	1.00	1,427	1,427.00
3	Supervisor Interviews Online Courses	1.00	64	64.00
4	Newcomer Caring Program - Mentor Training Online Course (Basic)	0.50	220	110.00
5	Newcomer Caring Program - Mentor Training (Advanced)	4.00	50	200.00
6	General Educational Training for New Employees (RBA Code of Conduct, Employee Ethics, and SA8000)	0.52	2,610	1,357.20
7	Introduction and Risk Assessment of Workplace Abuse	1.00	68	68.00
8	Guidelines for Foreign Workers in Taiwan (Accommodation Section)	0.50	4,394	2,197.00
9	Guidelines for Foreign Workers in Taiwan (General Section)	0.50	4,394	2,197.00
10	Prevention of Workplace Sexual Harassment	1.00	12,285	12,285.00

3 Human Rights Due Diligence

Human Rights Due Diligence Process

PTI conducts an annual human rights due diligence process, identifying potential human rights issues, assessing risks, taking action, reviewing effectiveness, and communicating externally. Through these steps, it fulfills its commitment and responsibility to uphold human rights.

Step 1 Issue Identification

Collect, identify and confirm human rights-related issues such as basic human rights and workplace health and safety.

Approach

- Reference to domestic regulations and international standards
- Identification and determination of relevant human rights issues

Step 2 Risk Assessment

For various human rights issues, risk assessment tools are used to identify actual or potential human rights impacts and assess the risk level.

Approach

- Establishment of self-assessment checklist
- Implementing human rights due diligence and risk assessment

Step 3 Action Taken

Integrate relevant human rights issues from the value chain and develop mitigation or remediation measures.

Approach

- Adoption of appropriate countermeasures

Step 4 Effectiveness Tracking

Evaluate the effectiveness of measures and track if processes are working.

Approach

- Evaluation of validity
- Results review

Step 5 Stakeholders Communication

Showing stakeholders, in particular affected stakeholders, that there are adequate policies and processes in place.

Approach

- Public disclosure of results
- Comments and feedback

Issue Identification

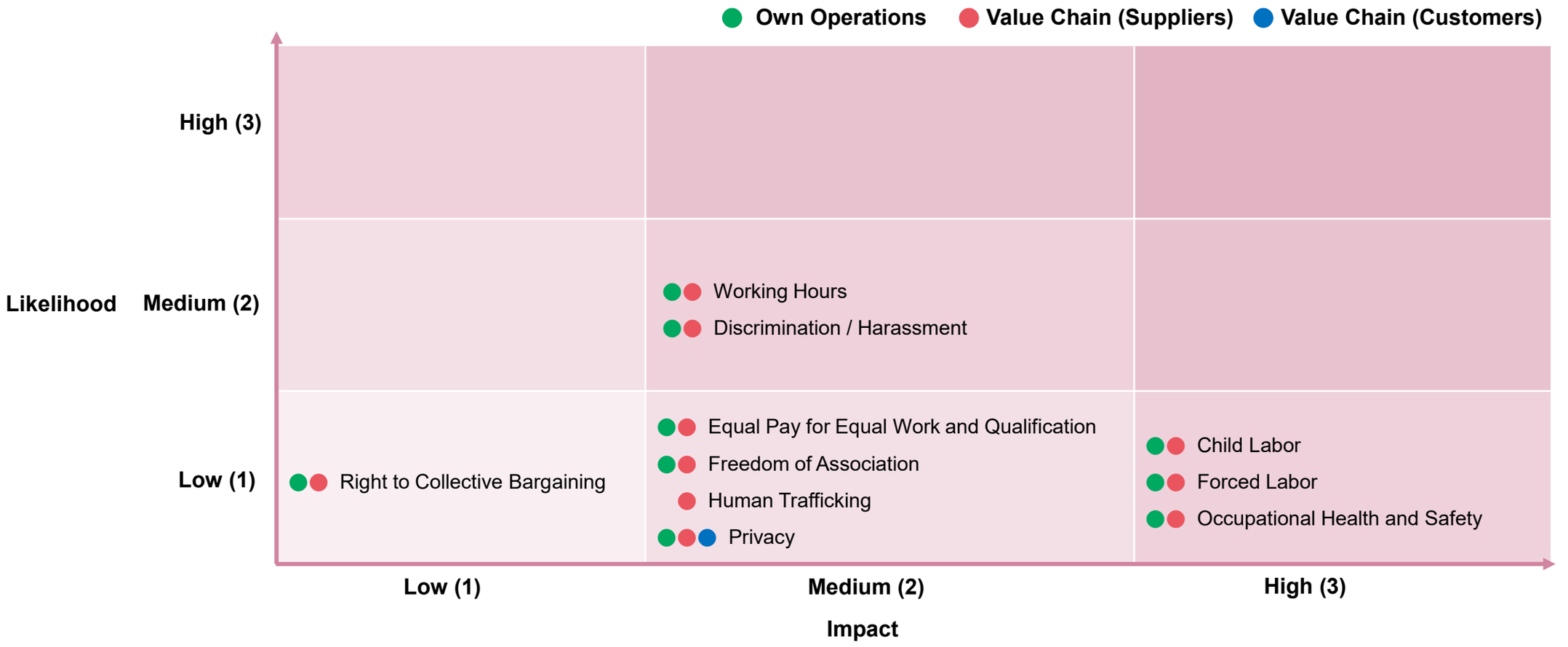
PTI collects human rights-related issues with reference to domestic and international laws and regulations, as well as international standards. The identification of related impacts is as follows.

Items	Own Operations	Value Chain
		Customers, Suppliers, Joint Ventures, Business Partners and Others
Groups at Risk for Human Rights	Employees, Women, Indigenous People, Migrant Workers, People with Disability, Third-party Employees (Note)	Women, Children, Indigenous People, Migrant Workers, People with Disability, Third-party Employees, Local Communities
Potential Human Rights Issues	Child Labor, Working Hours, Discrimination / Harassment, Forced Labor, Occupational Health and Safety, Equal Pay for Equal Work and Qualification, Freedom of Association, Right to Collective Bargaining, Privacy	Child Labor, Working Hours, Discrimination / Harassment, Forced Labor, Occupational Health and Safety, Equal Pay for Equal Work and Qualification, Freedom of association, Right to Collective Bargaining, Privacy, Human Trafficking

Note: Note: “Third-party Employees” refer to individuals who are not employees of PTI, including dispatched personnel or outsourced personnel, such as cleaning, security, and catering services.

Risk Assessment

PTI adopts the RBA Code of Conduct to identify human rights risks across its own operations and value chain. A risk matrix based on likelihood and impact is used to identify key human rights risks.



Note: Risk = Impact × Likelihood. <3: Low risk; 3–5: Medium risk; ≥6: High risk.

PTI Human Rights Risk Assessment Tools

Impact Object	Human Rights Risk Issues	Risk Assessment Tools
Own Operations	Child Labor, Working Hours, Discrimination / Harassment, Forced Labor, Occupational Health and Safety, Equal Pay for Equal Work and Qualification, Freedom of Association, Right to Collective Bargaining, Privacy	• RBA self-assessment questionnaire • RBA Code internal and external audit • Annual workplace abuse risk assessment • Annual labor and ethical risk assessment • Employee health examination report index
Value Chain (Suppliers)	Child Labor, Working Hours, Discrimination / Harassment, Forced Labor, Occupational Health and Safety, Equal Pay for Equal Work and Qualification, Freedom of association, Right to Collective Bargaining, Privacy, Human Trafficking	• Supplier audits
Value Chain (Customers)	Privacy	• Customer satisfaction surveys and routine customer feedback

Action Taken

Mitigation and Remediation

From 2023 to 2025, PTI conducted comprehensive human rights due diligence across its own operations. Based on the human rights risks identified, risk mitigation and remediation measures were developed and implemented across all 10 of the Company's operating sites. Human rights due diligence is carried out on an annual basis to identify human rights risks, including potential and actual impacts. Appropriate mitigation and remediation measures are implemented in accordance with the assessment results, forming a management framework for the continuous improvement of human rights issues. In addition, the content and post-corrective implementation outcomes of the human rights due diligence are regularly reported to management to ensure the effective implementation of human rights protection measures.

Impact Object: Own Operations

Main Human Rights Issues	Risk Identification	Mitigation Measures	Remediation Measures
Working Hours	Medium	**System** • Implement mechanisms to control working hours and issue regular early warnings. • Continuously enhance company policies and the working hours management system. **Advocacy and Training** • Regularly organize advocacy and training sessions on human rights topics.	**Regulation** • Enhance policies and the working hours system; alert supervisors when hours exceed legal limits. **Compensation** • Provide overtime pay in accordance with the law and offer timely rest through leave.
Discrimination / Harassment	Medium	**System** • Establish a comprehensive grievance handling mechanism, ensuring investigations are conducted confidentially by the grievance investigation team. • Develop a mechanism to prevent workplace violations. **Advocacy and Training** • Regularly conduct anti-discrimination and anti-harassment training.	**Regulation** • Establish and implement human rights policies. **Compensation** • Prevent complainants from further workplace violations, such as adjusting the perpetrator's work environment. • Provide care and monitor complainants' physical and mental health, offering access to psychological counseling resources. • Ensure appropriate protective measures for complainants. **Punishments** • Conduct a thorough investigation of complaints. If violations are identified, take appropriate disciplinary actions or measures against the perpetrator. If the case involves criminal liability, the company may refer it to judicial authorities for further handling.

Impact Object: Own Operations

Main Human Rights Issues	Risk Identification	Mitigation Measures	Remediation Measures
Child Labor	Medium	**System** • Establish operational guidelines and ensure compliance; create an age verification process during recruitment to prevent misuse. **Advocacy and Training** • Regularly conduct advocacy and training on human rights topics.	**Regulation** • Develop and implement human rights policies to prevent the employment of child labor. **Compensation** • Initiate remediation measures for child labor if employed inadvertently.
Forced Labor	Medium	**System** • Establish workplace-friendly operational guidelines and ensure compliance. **Advocacy and Training** • Regularly organize advocacy and training on human rights issues.	**Regulation** • Establish and implement human rights policies. **Compensation** • Take appropriate and immediate corrective actions for violators. • Conduct related advocacy and training sessions.
Occupational Health and Safety	Medium	**System** • Regularly conduct risk identification, implement maternity care, employee assistance programs, provide regular health check-ups for on-duty employees, perform workplace environment monitoring, and eliminate workplace hazards. • Arrange on-site doctor consultation services monthly, with a total of 272 sessions held in 2025. **Advocacy and Training** • Regularly organize advocacy and training on occupational health and safety topics.	**Regulation** • Establish policies and regulations for occupational health and safety management. • Provide immediate medical care and emergency response. **Compensation** • Provide necessary health guidance and salary compensation. **Punishments** • Conduct negotiations and take appropriate measures according to internal procedures.

Impact Object: Value Chain (Suppliers)

Main Human Rights Issues	Risk Identification	Mitigation Measures	Remediation Measures
Working Hours	Medium	**System** • Require suppliers to sign the "PTI Supplier Code of Conduct Commitment" to ensure compliance with relevant laws and RBA Code of Conduct. • Regularly reduce human rights risks through annual audits or review RBA VAP assessment information. **Advocacy and Training** • Regularly hold the annual supplier forum to promote the importance of human rights; one session was held in 2025.	**Regulation** • Require suppliers to establish human rights-related policies, conduct regular internal audits, and complete improvements based on audit findings. **Compensation** • Suppliers are required to implement improvement measures regarding human rights risks and to continuously monitor the progress of these improvements. **Punishments** • If any issues are found during audits, suppliers must rectify them within a specified period. Severe violations will lead to termination of cooperation.
Child Labor	Medium		
Discrimination / Harassment	Medium		
Forced Labor	Medium		
Occupational Health and Safety	Medium		

■ Human Rights Management Mechanism

Own Operations	Value Chain (Suppliers)	Value Chain (Customers)
• Follow RBA Code of Conduct management.	• Annual supplier risk assessment and audit. • Require suppliers to sign the "PTI Supplier Code of Conduct Commitment".	• Follow RBA Code of Conduct management. • Protect customer privacy and confidentiality. • Follow Taiwan Intellectual Property Management System (TIPS).

Effectiveness Tracking

2025 Performances of PTI's Human Rights Indicators – Own Operations

Item	Content	Target	2025 Achievements
Non-Discrimination / Non-Harassment	Number of discriminatory disputes	No incidents of discrimination and harassment	Not Achieved (Note)
Freedom of Association	Operations identified with material risks of violating the freedom of association and collective bargaining	No prohibition on the freedom of association	Achieved
Child Labor	Operations identified with material risks of child labor disputes and measures that help prevent child labor	No employment of child labor	Achieved
Forced Labor	Operations identified with material risks of forced or compulsory labor disputes and measures that help prevent forced or compulsory labor	No forced or compulsory labor	Achieved

Note: There was a total of 10 discrimination / harassment cases in 2025. They were closed after internal investigation and resolution, and further awareness initiatives were continuously reinforced.

2025 RBA SAQ, RBA VAP Assessment Execution Status – Own Operations

Item	Hsinpu Plant (P1)	Hukou Plant (P2)	Datong Plant (3A)	Datong Plant (3C)	Datong Plant (3D)	Hsinchu Science Park Plant 1 (P8)	Wenhua Plant 1 (P9)	Xinxing Plant (P10)	Hsinchu Science Park Plant 3 (P11B)
SAQ (2025)	○	○	○	○	○	○	○	○	○
VAP	200	200	193.8	187.5	190.7	200	200	200	200
FOC	○	●	●	●	●	○	○	○	●

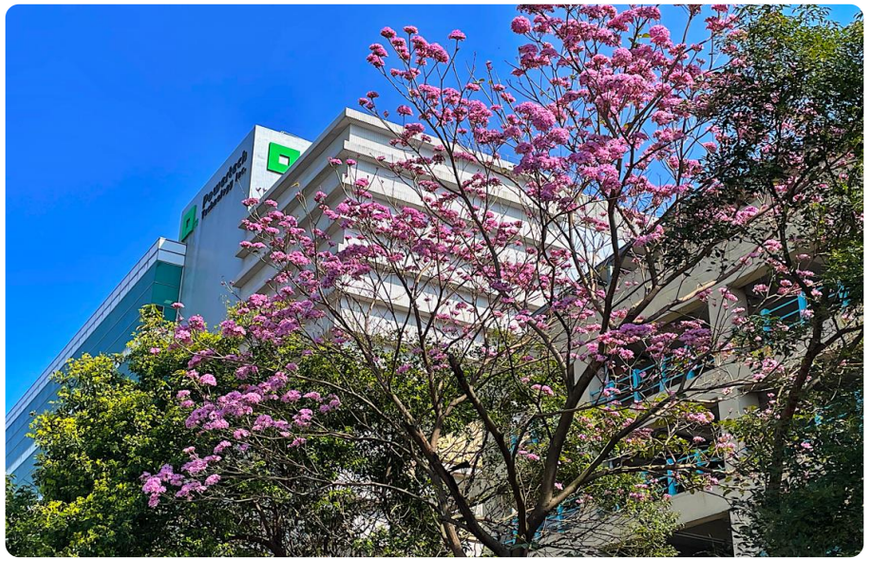
Note: SAQ: Self Assessment Questionnaire VAP: Validated Assessment Program
SAQ Score: Full Score 100 ○ Low Risk (≧80) ● Medium Risk (≧60 and <80) ● High Risk (<60)
VAP Score: Full Score 200
Execution Year: ● Conducted in 2024 ○ Conducted in 2025

2025 Performances of PTI's Human Rights Indicators – Value Chain (Suppliers)

Content	Target	2025 Achievements
Supplier social responsibility risk	Suppliers who do not have a significant risk of violating human rights	Achieved
Supplier compliance rate in conflict minerals investigations	100% conflict-free minerals	Achieved
Supplier participation rate in the annual supplier social responsibility forum	>85%	Achieved

2025 RBA Code Audit Execution Status – Value Chain (Suppliers)

In 2025, PTI conducted 39 supplier audits for supply chain management, covering 37 major suppliers, as well as 2 labor service suppliers. These audits evaluated compliance with the RBA Code of Conduct and the business continuity management system, aiming to control, avoid, or mitigate negative social impacts. Following the audits, suppliers were required to address issues within a set timeframe, and all irregularities were resolved upon follow-up. The audit results indicated that PTI suppliers do not face significant risks such as forced labor, compulsory labor, or child labor.



Stakeholders Communication

Public Disclosure of Results

The 2025 human rights risk assessment conducted by PTI identified five medium-risk issues, with no high-risk issues identified. We regularly review our human rights control mechanisms and assess their effectiveness. The due diligence report is submitted to the management team to support human rights management. Information on due diligence policies, processes, and activities including Chinese and English versions of the relevant reports is publicly disclosed on our official website. We maintain ongoing communication and engagement with stakeholders.

Comments and Feedback

PTI has established open and transparent feedback and grievance mechanisms, providing both internal and external stakeholders with channels to raise concerns or submit feedback related to human rights issues. These mechanisms ensure the confidentiality of the grievance process and strictly prohibit any form of retaliation, enabling stakeholders to express suggestions or concerns without fear.

Through the establishment of transparent and accessible communication mechanisms, the Company continues to strengthen its engagement and interaction with stakeholders, fostering mutual understanding and harmonious relationships.

4 Conclusion

Companies have the responsibility to respect and protect human rights. PTI conducts annual human rights due diligence to identify and assess potential human rights risks and is committed to preventing, mitigating, and remediating adverse human rights impacts.

The Company continuously monitors global human rights trends, developments in corporate human rights policies, and changes in the operating environment, using these insights to review and strengthen its management practices. Through ongoing stakeholder engagement, the Company gathers feedback to support the periodic review and refinement of its human rights commitments and policies, ensuring alignment with stakeholder expectations.

Powertech Technology Inc.

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United We Achieve

**Let us create new paths to sustainability one step at a time,
towards a brighter future.**