

Inventec Occupational Safety And Health Policy

(First Amendment on April 28, 2026)

Inventec is committed to adhering to occupational health and safety (OHS) regulations and international standards, prioritizing the health and safety of all workers. We comply with local OSH laws and international guidelines across our operational sites while continuously monitoring global safety and health issues. By fostering a people-centric safety culture and building an inherently safe and healthy workplace, we aim to prevent occupational accidents, safeguard employee well-being, minimize workplace hazards, and strive toward a sustainable corporate future.

1. Scope

This Occupational Health and Safety Policy applies to all subsidiaries within the Inventec Group and all workers involved in operational activities (including employees, contracted employees, and workers under the supervision of the company). to suppliers, contractors, and key business partners for joint compliance.

2. Commitments and Actions

We adhere to relevant occupational safety and health management systems and frameworks. From a preventive perspective, we assess the impact on worker health and safety across all operational stages to effectively implement OHS management and continuously improve OHS performance. Relevant principles and systems include the following:

- Compliance with Regulations: Stay informed of global safety and health issues, establish international management systems, and create high-quality working environments.
- Full Participation : Promote awareness and participation in safety and health among all employees and contractors to build a safety culture.
- Enhanced Communication : Establish effective communication mechanisms to ensure safety and health information is effectively conveyed and shared.
- Risk Management : Assess potential risks, prioritize them, and develop risk control measures, including setting up prioritization and action plans.
- Continuous Improvement : Establish quantitative targets to continuously improve safety and health performance and enhance corporate occupational safety and health metrics.
- Zero Hazards : Commit to eliminating all hazards to ensure a safe working environment.
- Value Chain Collaboration : Engage in ongoing technical exchanges with the industry, share risk control technologies, and raise workplace safety awareness.

3. Oversight and Implementation

The Industrial Safety and Health Office serves as the decision-making and supervisory body for the Occupational Health and Safety Policy.

4. Supplementary Provisions

This Occupational Safety and Health Policy shall be implemented after being reported to and approved by the Board of Directors. The same procedure shall apply to any subsequent amendments.