



Inventec 2023 Human Rights Due Diligence Report

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Purpose of Human Rights Due Diligence

Inventec Corporation (hereinafter referred to as "Inventec" or the "Company") is dedicated to protecting the human rights of target stakeholders in its operations and business activities, and to avoid and prevent activities with negative impacts on human rights in the value chain. As such, Inventec applied human rights due diligence to identify, prevent, mitigate, and address human rights issues related to the corporate value chain.

Inventec established the Human Rights Policy and related internal regulations in accordance with international standards, 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 ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, and the Responsible Business Alliance (RBA) Code of Conduct (hereinafter collectively referred to as "International Standards for the Protection of Human Rights"), as well as the laws and regulations of the location of operations. In addition, the Company has also reviewed the International Standards for the Protection of Human Rights, practical practices from other companies in the computer and peripheral equipment manufacturing sector, and other benchmark companies. This helps in formulating the human rights due diligence procedures and identifying the human rights issues the Company should focus on. Furthermore, the Company establishes mitigation and remediation measures for items of high and medium concern, to reduce the possibility of impacts and potential effects.

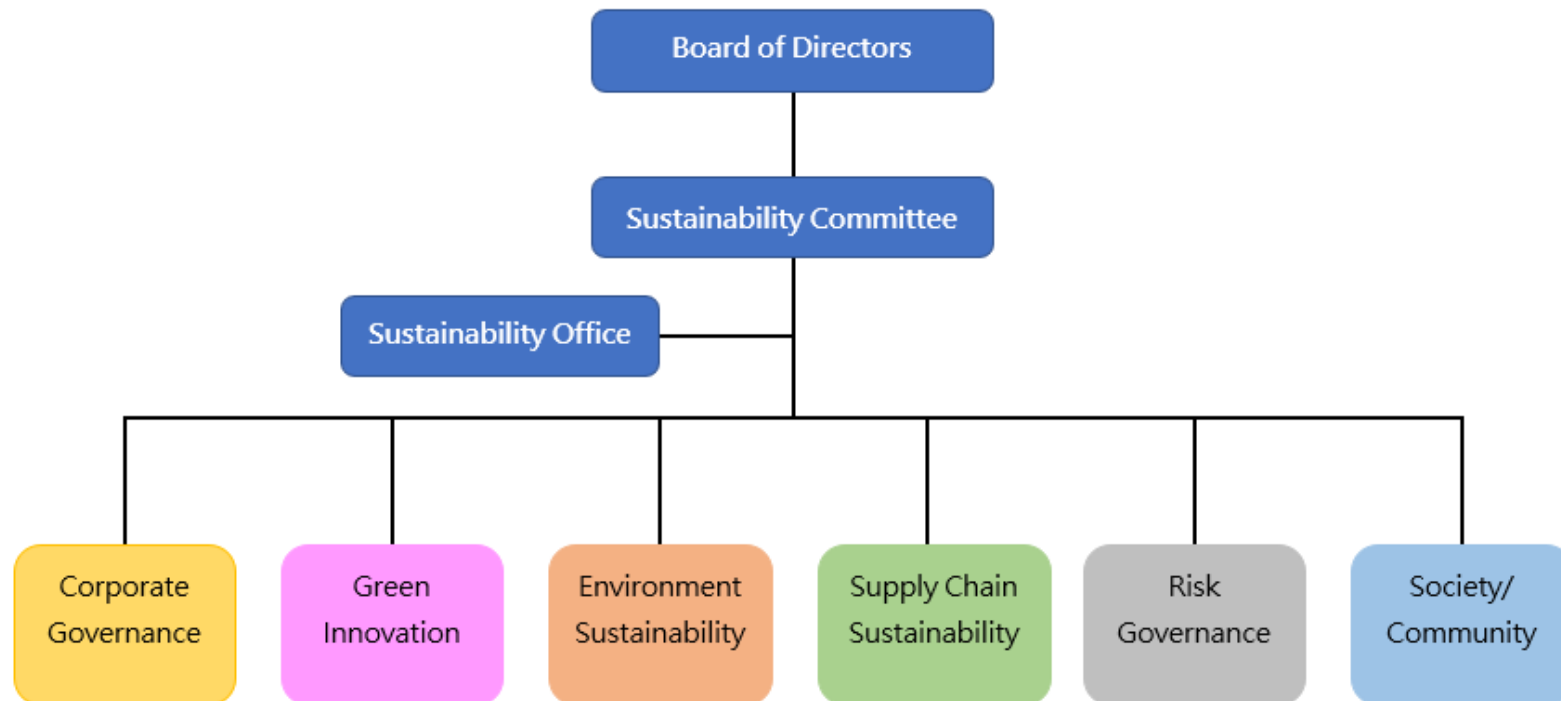
1. Human Rights Commitments, Related Policies and Applicable Scope

Inventec respects and supports the aforementioned International Standards of Human Rights Protection. We pledge that the talent recruitment units of our global factories shall not discriminate against employees on the basis of race, skin color, class, nationality, or disabilities. The aforementioned factors shall be prohibited as recruitment and employment procedure evaluation criteria. Additionally, the use of child labor, forced labor, and other matters related to violating human rights are strictly forbidden. In order to fulfill these commitments and to implement human rights protections with value chain partners, including all employees, suppliers, partners, and customers, we have established human rights policies as follows:

Policy	Content	Link
Human Rights Policy	Explains the Company's human rights policy, including the applicable scope, commitments and principles, policy compliance and management, and measures for key human rights issues.	https://www.inventec.com/en/csr-4/65/71
Corporate Social Responsibility Best Practice Principles	Establishes practical compliance items related to the economic, environmental, and social aspects for attaining sustainable development goals.	https://docs.google.com/viewer?embedded=true&url=https://www.inventec.com/storage/upload/governance4/file/2021-04-28/qvy5bLesadx2N6lgguxDVnzl1NmYJwMOyWfvqdQM.pdf
Statement of Responsible Sourcing of Minerals	Explains the management of conflict minerals and extended minerals, as well as the commitment to avoid materials or products provided by supply chains that contain minerals mined under circumstances of armed conflict and infringements of human rights.	https://www.inventec.com/en/csr-8
Code of Ethical Conduct	Establishes the code of ethical conduct, including the prevention of conflicts of interest, confidentiality obligations, and fair trade, for compliance by the directors and managers of the Company.	https://docs.google.com/viewer?embedded=true&url=https://www.inventec.com/storage/upload/governance4/file/2021-05-27/C176VP81k4eQZJEkzVP93Z0pvhZoIVOm4RtrBhoX.pdf
Supplier Code of Conduct	The five major aspects of the Code of Conduct include labor, health and safety, environment, business ethics, and management systems. Inventec requires the supply chain to follow the Code of Conduct and comply with the laws and regulations of the countries and regions where they conduct their business. Furthermore, the Company also encourages suppliers to require their own upstream suppliers, contractors, and service providers to recognize and adopt the Code of Conduct.	https://www.inventec.com/en/csr-4/65/72

2. Human Rights Governance

In December 2022, Inventec established the Sustainability Committee (functional committee level) subordinate to the board of directors, which serves as the highest governing unit for setting sustainable development goals and sustainable management approaches, and to promote specific implementation plans. The Sustainability Committee consists of the Chairman, independent directors, and the President, who serve as committee members and convene at least two meetings annually. Under the committee's oversight, the six major functional groups and the Sustainability Office are established. Senior executives serve as the leaders of the functional groups to implement sustainable development projects based on the issues discussed in their respective functional groups. The Sustainability Office is a dedicated unit that assists the Sustainability Committee in the implementation of sustainability initiatives and in the integration, compilation, and follow-up of the operations of all functional groups.



2.1 Roles and Responsibilities of Human Rights Governance

In the six major functional groups, the Society/Community team is the main management unit for human rights affairs. The Society/Community team shall convene meetings based on project requirements to discuss the progress of achieving key indicators related to material issues, such as labor rights, talent cultivation, talent recruitment, and employee health and safety. Additionally, the management approaches and strategies shall be amended based on the actual situations. The Sustainability Office is responsible for allocating resources, facilitating cross-department integration, and reporting the Society/Community team's indicator achievement progress for individual issues as well as project progress based on the annual plan to the Sustainability Committee.

2.2 Social Accountability International Certification

The SA8000 Social Accountability Management System has established the following categories for social responsibilities: child labor, forced labor, health and safety, freedom of association and collective bargaining rights, discrimination, disciplinary measures, working hours, remuneration and management systems. There are nine categories in total. Their primary aim is to address the internal issues between the employer and employees, from the production chain to the supply chain, as well as issues related to human rights management. Currently, two of Inventec's sites have received SA8000 Social Accountability International Certification, and will continue to work toward helping the rest of the sites pass the related certifications.

3. Stakeholder Engagement

In terms of issues of human rights, Inventec has identified employees and suppliers as stakeholders who may be affected by its operations.

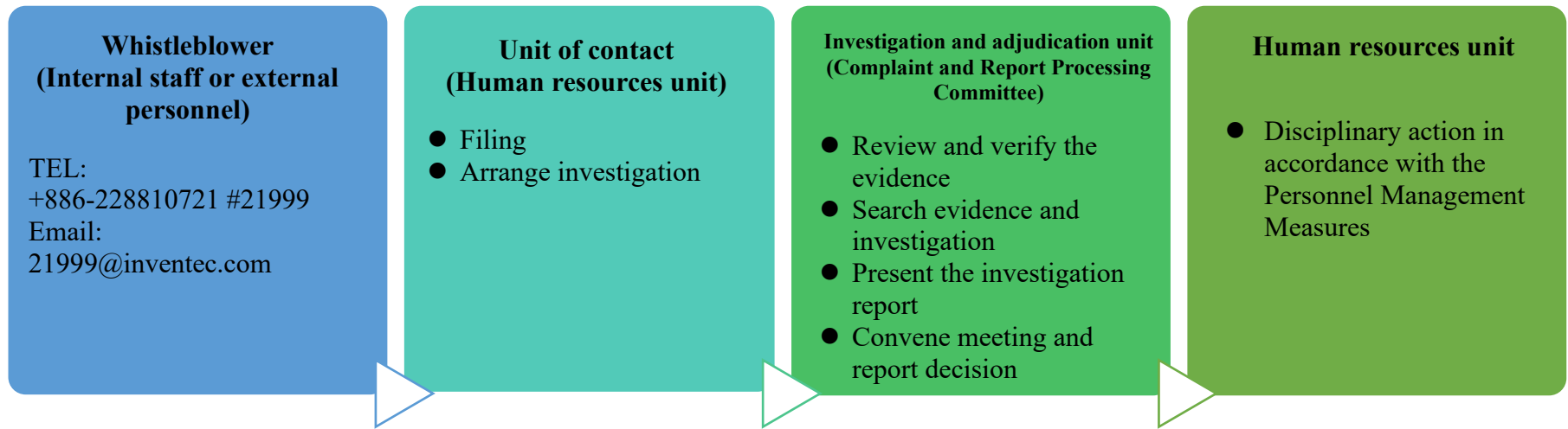
To facilitate diverse communication, the Company has established the following communication channels:

Stakeholder	Communication channel	Frequency of communication
Employees	iService app	Immediate
	Employee suggestion mailbox	Immediate
	Club events	Daily
	Communication on management policies and business processes	Monthly
	Employee Welfare Committee	Monthly
	Management and labor council	Quarterly

	Two-way talks between entry-level employees and executives	Quarterly
	Employee forums and manager/supervisor forums	Quarterly
	Occupational Safety and Health Committee meeting	Quarterly
	Employee training and activities requirements survey	Annual
	Employee satisfaction rate and engagement survey	Annual
	Employee care meeting	Occasionally
	Director-level meeting	Occasionally
	Education and Training (Off-the-job training, on-the-job training, and self-development)	Occasionally
Suppliers	Sustainable supply chain forum	Annual
	Supplier audit	Audits shall be conducted in accordance with the risk level annually
	Quality anomaly tracking and retrospective meeting	Based on actual requirements
	Production and marketing meeting (supplier communication and retrospective meeting)	Based on actual requirements
	Supplier questionnaire survey (management/conflict minerals/human rights protection)	Based on actual requirements

4. Grievance Mechanism and Channels

Inventec established comprehensive grievance mechanisms and channels for employees, suppliers, and other target stakeholders to report illegal activities, violations of human rights, Code of Conduct, or Ethical Corporate Management Best Practice Principles. In addition, the company will investigate violations as quickly as possible in accordance with the reporting grievances regulations of each region, and tangible actions will be taken to reduce the negative impacts on human rights. Inventec also protects whistleblowers from discrimination, threats, job transfers, and other adverse treatments. For Inventec's grievance procedures please refer to the figure below:



Inventec also actively communicates the grievance systems to help internal and external personnel understand grievance channels:

Category	All employees		Suppliers	
	Method	Frequency	Method	Frequency
Communicate grievance channel	Company's website, internal website, posters on each floor	Regularly scheduled all year round	Company's website, iSupplier (supplier management platform)	Promotion regularly all year round
	Sign the Employee Code of Conduct and announcement of the grievance channels	Once a year		
	New employees training	When a new employee reports for duty		
Grievance procedure introduction	Internal website	Regularly scheduled all year round	Sustainable Supply Chain Summit	Once a year

5. Human Rights Due Diligence Process and Methodology

5.1 Identification of Human Rights Issues

Inventec references International Standards for the Protection of Human Rights, internal regulations or guidelines, as well as human rights issues of concern for other companies in the computer and peripheral equipment manufacturing sector, as well as other benchmark companies. Comparisons are made to identify common issues in the industry in order to compile a list of human rights issues and define the negative scenarios in which different human rights issues may occur as follows:

Human rights issues	Negative scenarios description
Diversity in employment, non-discrimination, and non-harassment	Unfair treatment unrelated to work performance in recruitment, hiring, training, rewards and penalties, evaluation, promotion, and other matters related to employment on the basis of the employee's age, disability, ethnicity, gender, marital status, pregnancy, nationality, political affiliation, race, religion, sexual orientation, gender identity, membership in an organization, veteran status, or any other status protected by applicable laws; matters related to workplace violations (e.g., assault, coercion, humiliation, isolation, obstruction of work, excessive interference in private matters, etc.), or sexual harassment (e.g., sexual assault, sexual bullying, and inappropriate sexual advances, etc.) that may jeopardize employees' personal safety or have negative effects on their physical and mental well-being.
Occupational safety and health	Failure to provide employees with sufficient operational training and safety knowledge or causing negative impacts on employees' physical and mental well-being due to working in a high-pressure environment with prolonged working hours, and failure to provide statutory health protection measures, such as occupational safety incidents due to inappropriate equipment operations, and failure to provide employee assistance programs and allocate adequate on-site medical staff.
Freely chosen employment	Through inappropriate requirements or threats (e.g., withholding identification documents or wages or physical/mental violence), to cause employees to be subject to forced labor or matters that violate basic human rights, such as engaging them in work not included in the agreement, prohibiting them from leaving the premises, forcing them to work overtime, and falsely reporting or understating working hours.
Child labor	Illegally hiring employees who are under the statutory age and engaging them in work, or requiring minor employees to participate in dangerous and hazardous operations.
Working hours management	Failure to comply with laws and regulations related to working hours or extending working hours without the consent of employees distributes questionnaires for employees, such as overtime work that exceeds the working hours stipulated in regulations, applying illegal flexible working hours, and failing to provide sufficient paid leave.

Human rights issues	Negative scenarios description
Compensation and benefits	Failure to comply with laws and regulations related to remuneration and benefits, such as failure to meet the minimum salary requirements, failure to fully pay for overtime work, failure to allocate employee welfare funds, or the provided remuneration and benefits are far lower than industry standards.
Freedom of assembly and association	Employees lack the freedom to join a union or the mechanisms for collective bargaining with the employer; or failure to treat union leaders, participating employees, and employees participating in legal strikes in a reasonable and fair manner.
Freedom of speech and grievance channels	Failure to provide secure and efficient channels for suppliers and employees to express their opinions, or suppressing their expression through high-handed means, such as by threatening individuals through litigation, intimidation, and threats to their workplace or daily life because they voiced their opinions.
Responsible minerals management	Failure to perform reasonable due diligence on supply chains, resulting in materials or products provided by suppliers containing minerals mined under circumstances of armed conflict or infringements of human rights.

5.2 Production of the Human Rights Self-assessment Questionnaire

Inventec designs the self-assessment questionnaires based on the aforementioned negative scenarios and distributes questionnaires to employees¹ and suppliers to fill out. The aim is to acquire the possibility of occurrence as well as the severity of human rights issues according to the judgments of employees and suppliers. The results are applied to evaluate the level of potential impact and to prioritize the human rights issues the Company should be concerned with the most. To help respondents answer the questions without fear of retribution, the self-assessment questionnaire will be processed online anonymously and has a high level of confidentiality.

5.3 Recovery of Questionnaires and Production of the Human Rights Due Diligence Matrix

The Company produces a human rights due diligence matrix of employees and suppliers based on the recovered valid questionnaires, to evaluate the potential impact levels and identify issues of medium and high concern among the human rights issues.

5.4 Determination of the Corresponding Mitigation and Remediation Measures

The Company formulates mitigation and remediation measures based on the issues of medium and high concern among the human rights issues specified in the human rights due diligence matrix.

¹The employee self-assessment questionnaire for human rights due diligence was distributed to employees of Inventec Corporation, Inventec Technology Co., Ltd., Inventec (Chongqing) Co., Ltd., SQ Technology (Shanghai) Corporation, Inventec (Czech) S.R.O., and IEC Technologies, S.de R.L. de C.V.

6. Analysis Results of Human Rights Issues

6.1 Description of Definitions and Measurement Classifications

- Possibility of occurrence: Refers to the possibility of the actual occurrence of the issue.

Level	Meaning
5	Extremely high possibility of occurrence
4	High possibility of occurrence
3	Medium possibility of occurrence
2	Low possibility of occurrence
1	Extremely low possibility of occurrence or zero occurrence

- Severity of impact: The respondents shall take the "scale of impact" and the "scope of impact" into consideration and exercise their judgment.
 - The "scale of impact" shall be determined by the duration of the impact caused by the occurrence of the issue on the stakeholders.
 - The "scope of impact" shall be determined by the size of the area of impact and the number of people affected. When evaluating the severity of impact, the respondent is not required to consider the possibility of occurrence but should assess the severity of the impact on the Company if the issue had occurred.

Level	Meaning
3	Significant impact in severity
2	Medium impact in severity
1	Minimal impact in severity

6.2 Criteria for Evaluating the Level of Concern

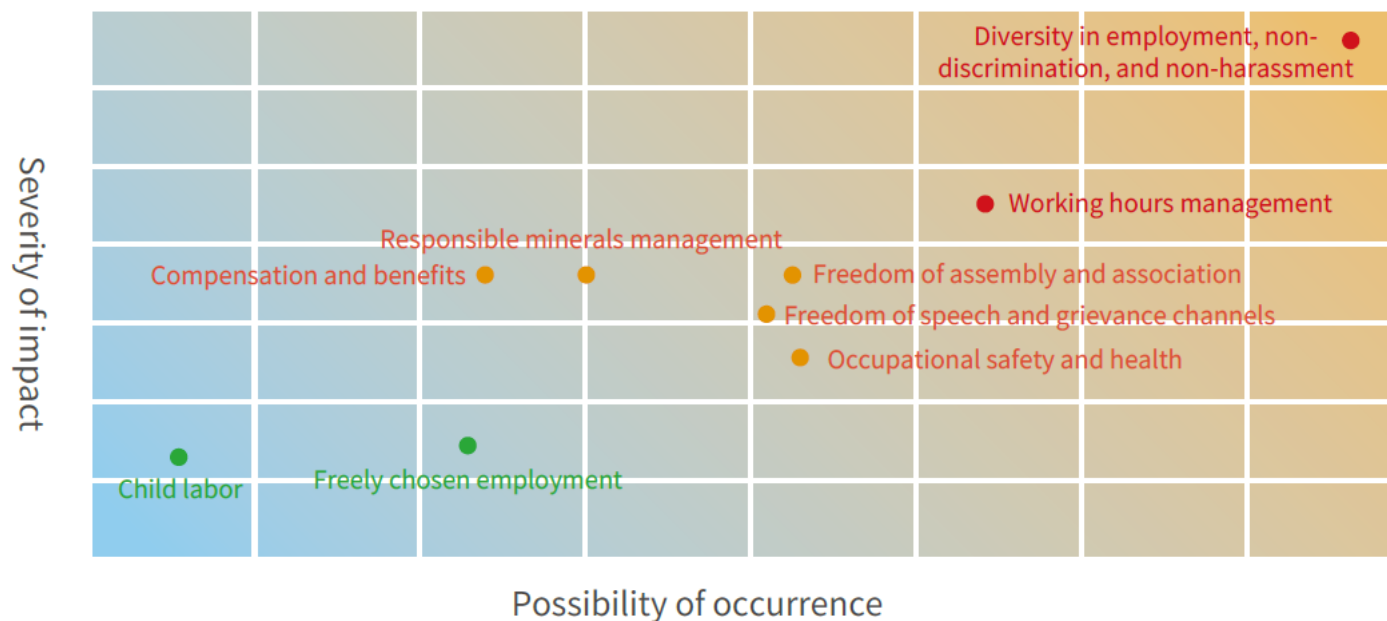
In this report, the "level of impact" is adopted as the criteria for evaluating the level of concern of human rights issues. The

"level of impact" is determined based on the "possibility of occurrence" (from 1 to 5 points) and the "severity of impact" (from 1 to 3 points). The results of the impact level are obtained by multiplying the standardized scores of these two vectors. Therefore, the range for the level of impact score is from 0 to 1 point.

6.3 Level of Concern for Human Rights Issues Shown in the Employee Questionnaires

The results of the human rights due diligence matrix calculated from the employee self-assessment questionnaire are as follows:

Inventec Employee Human Rights Due Diligence Matrix

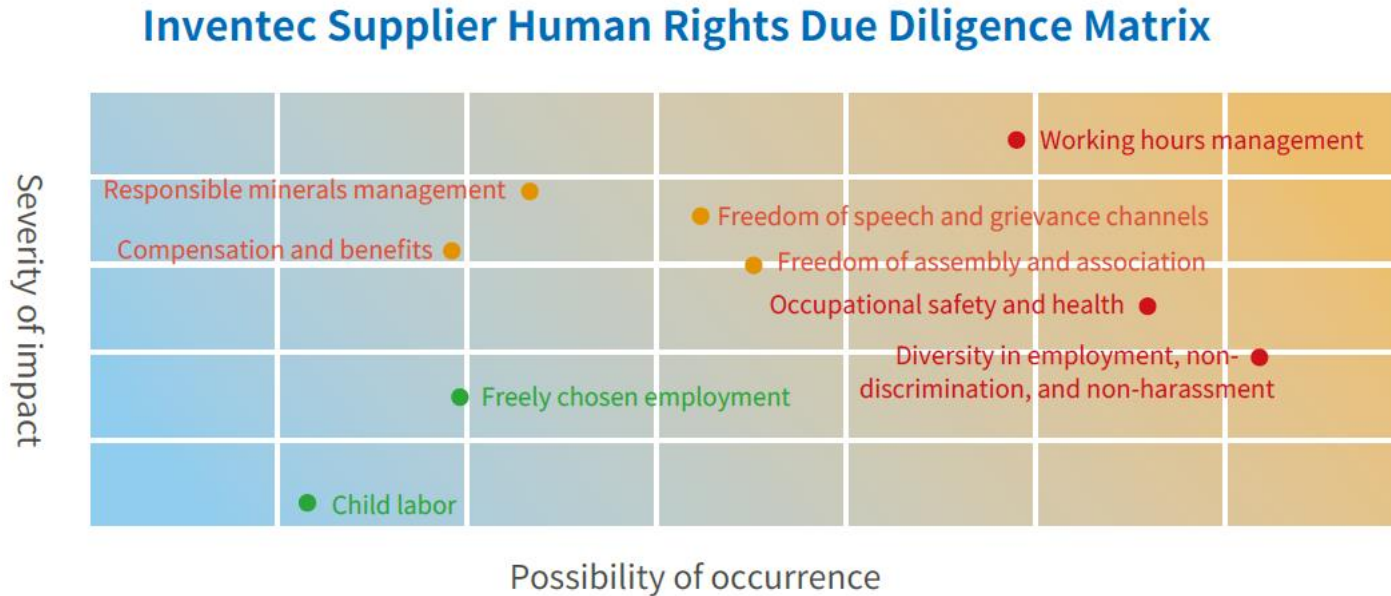


Level of concern	Human rights issues	Possibility of occurrence (1-5 points)	Severity of impact (1-3 points)	Level of impact (0-1 points)	Rank
High concern	Diversity in employment, non-discrimination, and non-harassment	1.86	1.93	0.24	1

Level of concern	Human rights issues	Possibility of occurrence (1-5 points)	Severity of impact (1-3 points)	Level of impact (0-1 points)	Rank
	Working hours management	1.64	1.82	0.20	2
Moderate concern	Freedom of assembly and association	1.52	1.78	0.18	3
	Freedom of speech and grievance channels	1.51	1.75	0.18	4
	Occupational safety and health	1.53	1.73	0.18	5
	Responsible minerals management	1.40	1.78	0.17	6
	Compensation and benefits	1.34	1.78	0.16	7
Low concern	Freely chosen employment	1.30	1.67	0.15	8
	Child labor	1.16	1.66	0.13	9

6.4 Level of Concern for Human Rights Issues Shown in the Supplier Questionnaires

The results of the human rights due diligence matrix calculated from the supplier self-assessment questionnaire are as follows:



Level of concern	Human rights issues	Possibility of occurrence (1-5 points)	Severity of impact (1-3 points)	Level of impact (0-1 points)	Rank
High concern	Working hours management	1.25	1.47	0.12	1
	Diversity in employment, non-discrimination, and non-harassment	1.31	1.35	0.12	2
	Occupational safety and health	1.28	1.38	0.12	3
Medium	Freedom of speech and grievance channels	1.16	1.43	0.11	4

Level of concern	Human rights issues	Possibility of occurrence (1-5 points)	Severity of impact (1-3 points)	Level of impact (0-1 points)	Rank
concern	Freedom of assembly and association	1.18	1.40	0.11	5
	Responsible minerals management	1.12	1.44	0.11	6
	Compensation and benefits	1.10	1.41	0.10	7
Low concern	Freely chosen employment	1.10	1.32	0.10	8
	Child labor	1.06	1.27	0.09	9

7. Human Rights Issue Mitigation and Remediation Measures

Inventec proposes corresponding mitigation and remediation measures for issues of high and medium concern among the human rights issues that the employees and suppliers focus on. The descriptions are as follows:

7.1 Mitigation and Remediation Measures - Employees

Level of concern	Human rights issues	Mitigation measures	Remediation measures
High concern	Diversity in employment, non-discrimination, and non-harassment	<ul style="list-style-type: none"> Employees are required to sign the Employee Code of Conduct each year to remind employees to abide by and avoid inappropriate conduct (e.g., discrimination, sexual harassment, and illegal infringement in the workplace). Formulated the “Sexual Harassment Prevention and Complaint Disciplinary Regulations”, continuously publish posters to promote the “prohibition of sexual harassment”, and conduct training for 	<ul style="list-style-type: none"> Conduct investigation procedures in accordance with related internal regulations, including the "Sexual Harassment Prevention and Complaint Disciplinary Regulations", "Global Employee Code of Conduct Management Measures", and "Personnel Management Measures". If illegal infringement is verified in investigations, penalties shall be imposed in accordance with the regulations.

Level of concern	Human rights issues	Mitigation measures	Remediation measures
		<p>recruits.</p> <ul style="list-style-type: none"> ▪ Organize educational training and promotion of illegal infringement in the workplace for supervisors, and follow up the completion rate of educational training. ▪ Continuously communicate requirements in accordance with laws and regulations on the supervisor recruitment management platform, specifying that the Company shall not discriminate against individuals on the basis of race, class, language, thought, religion, political party, place of origin, place of birth, gender, sexual orientation, age, marital status, appearance, facial features, disability, star sign, blood type and past membership in unions, and shall provide equal employment opportunities. ▪ Organize gender equality seminars to raise gender equality awareness. 	
	Working hours management	<ul style="list-style-type: none"> ▪ Provide flexible work systems for employees to reasonably adjust their daily work arrangements. ▪ Establish a dedicated section for supervisors to let them monitor employees' working hours and implement effective working hours management. ▪ Promote a culture of reasonable working hours and work-life balance. ▪ Provide working hour mechanisms in accordance with the laws and regulations of local governments and the Company's 	<ul style="list-style-type: none"> ▪ If an employee logs overtime work in excess of 40 hours in a month, the system shall automatically send a letter to alert the supervisor.

Level of concern	Human rights issues	Mitigation measures	Remediation measures
		Personnel Management Measures.	
Medium concern	Freedom of assembly and association	<ul style="list-style-type: none"> ▪ According to the laws and regulations of various countries, employees have the right to participate in related organizations in order to engage in negotiations or communication with the Company. ▪ Support the establishment and recruitment of clubs and encourage employees to participate in clubs. 	<ul style="list-style-type: none"> ▪ When employees' freedom of assembly and association is violated, the Company shall ensure employees are able to file a complaint in accordance with the Company's relevant grievance channels in an environment free from violence, pressure, fear, coercion, and threats.
	Freedom of speech and grievance channels	<ul style="list-style-type: none"> ▪ Provide internal and external personnel with reporting or grievance channels. (Grievance hotline: +886-22881-0721 ext. 21999; e-mail: 21999@inventec.com) ▪ Provide responses and feedback through the quarterly management and labor council meetings, communication meetings (director- level meeting, coffee session with the President, etc.) from time to time and various online channels. ▪ Implement the employee satisfaction survey each year to provide employees with full opportunities to express their personal opinions. ▪ Establish the “Global Employee Code of Conduct Management Measures” and the “Employee Complaints and External Reporting Management Specifications” to encourage reporting of any illegal activities or behaviors that violate the Codes of Ethical Conduct. Additionally, audit mechanisms are established. 	<ul style="list-style-type: none"> ▪ Conduct investigations of internal and external grievance cases in accordance with the “Employee Complaints and External Reporting Management Specifications”. If a violation of relevant regulations is verified in the investigation, penalties shall be imposed in accordance with the "Personnel Management Measures".

Level of concern	Human rights issues	Mitigation measures	Remediation measures
		Furthermore, whistleblowers are protected from discrimination, threats, job transfers, and other adverse treatments.	
	Occupational safety and health	<ul style="list-style-type: none"> ▪ Combine internal and external audits to supervise the environmental safety and health, as well as improvements of the entire company. The highest-ranking manager of each plant comprises the Occupational Safety and Health Committee, and the occupational safety and health personnel is responsible for the operations of the ISO 45001 international occupational health and safety management systems. ▪ Communicate safety and health matters during educational training for new employees. ▪ Implement regular operation environment monitoring for "special health hazard operations" and the chemical and physical factors specified in the Occupational Safety and Health Act. Provide special operation personnel with regular special health examinations in accordance with local regulations for plants in Taiwan and Mainland China. The inspection items include ionizing radiation, dust, tin dioxide, isopropyl alcohol, and noise. ▪ Establish risk and hazard identification and assessment procedures. Every year, the occupational health and safety personnel shall assemble the respective handling 	<ul style="list-style-type: none"> ▪ If an occupational accident occurs, the Company shall conduct risk and hazard identification and assessment for each case and implement improvements for significant and potential hazards in accordance with the "Safety and Health Hazard Identification and Risk Assessment and Management Regulations" and the "Regulations for the Establishment and Management of Safety and Health Targets and Objectives". ▪ If an occupational hazard occurs, the Company shall establish an Incident Investigation Committee in accordance with the "Accident Response and Investigation Management Regulations". The occupational safety unit shall assemble the supervisors of the unit where the accident occurred for investigations and implement remediation and improvement measures based on the results to eliminate the cause of the accident and prevent recurrence. ▪ Where an employee suffers a work-related injury, traffic accident, or severe illness, the Company shall provide related assistance such as applications for group insurance, travel insurance, and compensation. The "Employee Welfare

Level of concern	Human rights issues	Mitigation measures	Remediation measures
		<p>officers to implement the risk and hazard identification and assessment to identify potential risk hazards. Furthermore, the management plans will be established to reduce the risks and implement the occupational health and safety policy.</p> <ul style="list-style-type: none"> ▪ Appoint dedicated personnel such as nurses and first-aid personnel in each plant to provide the necessary first aid in the event of an emergency. ▪ Organize fire drills every six months to enhance employees' knowledge of disaster prevention and adjust the fire safety equipment in accordance with the amendment of the regulations. ▪ Organize health examinations for employees each year, assign doctors to provide employees with on-site health consultation services, and provide health promotion activities and seminars. ▪ Implement the maternal care system: Use questionnaires to review the work environment for pregnant and post-partum women and set up breastfeeding rooms for use by employees, suppliers, and visitors. ▪ The Company provides employees with free 24-hour Employee Assistance Programs (EAPs) by external professional consultants, to provide consultation services, such as mental health, law, and finance, etc. 	<p>Committee" in Taiwan shall provide employees with hospitalization relief allowance and major illness allowance.</p>
	Responsible minerals	This section has been merged into the supplier section, please refer to the supplier section.	

Level of concern	Human rights issues	Mitigation measures	Remediation measures
High concern	management		
	Compensation and benefits	<ul style="list-style-type: none"> ▪ Provide compensation standards superior to minimum wage requirements in each region and conduct the annual salary survey to measure and adjust the Company's compensation standards to maintain its market competitiveness and retain talent. ▪ Continue to collect employees' opinions through various channels (employee feedback mailbox, iService app, employee satisfaction surveys, training, and event surveys) and plan and adjust benefits each year. 	<ul style="list-style-type: none"> ▪ Review the compensation for key talent from time to time and take appropriate compensation measures. ▪ Implement corresponding improvement measures based on the feedback provided by employees through the employee feedback mailbox and iService app (work environment, meals, etc.).
Low concern ²	Freely chosen employment	<ul style="list-style-type: none"> ▪ Provide training and communication campaigns to supervisors. ▪ Continue to promote the grievance channels (grievance line: +886-22881-0721 ext. 21999; e-mail: 21999@inventec.com) for employees to promptly provide feedback on forced labor circumstances. ▪ Implement a zero placement fee policy for foreign migrant workers. 	<ul style="list-style-type: none"> ▪ When employees file a grievance in accordance with the "Employee Complaints and External Reporting Management Specifications", the related units shall immediately review the matter and suspend the non-voluntary overtime work.

7.2 Mitigation and Remediation Measures - Suppliers

²This human rights issue is one of the questions in the self-assessment questionnaire (the possibility of occurrence and the scale and scope of impact of the use of inappropriate or threatening measures to cause employees to engage in work not included in the agreement, non-voluntary extended working hours, or other inappropriate requirements) with a higher score for the possibility of occurrence. It is therefore included in the list of human rights issues for which mitigation and remedial measures are provided.

Inventec implements the two following actions as overall mitigation measures for human rights issues of suppliers, thereby increasing the human rights awareness of suppliers across the board:

1. The Supply Chain Sustainability functional group comprises the related units, including design and R&D, procurement, component engineering, supplier management, etc. The Supply Chain Sustainability functional group is responsible for conducting evaluation and assistance for new suppliers. Additionally, it also requires suppliers to sign the declaration of conformity to the Responsible Business Alliance Code of Conduct to ensure the implementation of global sustainability standards and RBA regulations.
2. Establish the “Suppliers Code of Conduct” which includes five major aspects: labor, health and safety, environment, business ethics, and management systems. The Code of Conduct is published on the Company's website and iSupplier (supplier management platform) for compliance by all suppliers.

Level of concern	Human rights issues	Mitigation measures	Remediation measures
High concern	Diversity in employment, non-discrimination, and non-harassment	<ul style="list-style-type: none"> ▪ Conduct random SER inspections for suppliers and select suppliers for the RBA VAP audit each year. ▪ Commend suppliers with outstanding performance in corporate sustainability and RBA work implementation and explain Inventec's related management policies to suppliers in the annual supplier conference. ▪ Provide grievance channels for suppliers, which are announced at the annual supplier conference and permanently placed on the Company's website and iSupplier (supplier management platform). 	<ul style="list-style-type: none"> ▪ If high-risk conditions are discovered in the human rights management of a supplier, the Company shall assess whether to conduct on-site audits and provide guidance and examination to verify that the situation has been improved for the supplier partner that has experienced the actual negative impact of the human rights issue. In addition, the suppliers are also required to demonstrate improvements in a timely manner. ▪ Formulate a future audit prioritized list for suppliers who previously had been evaluated as high-risk. ▪ Regularly review the RBA compliance status of suppliers and continuously follow-up on improvement items.
	Working hours management	<ul style="list-style-type: none"> ▪ When processing procurement decisions, the Company includes the supplier's compliance with the Code of Conduct in the evaluation. 	
	Occupational safety and health	<ul style="list-style-type: none"> ▪ The supplier audit personnel of plants perform on-site audits of suppliers in 	If the high-risk occupational safety and health incidents happen to suppliers, the

Level of concern	Human rights issues	Mitigation measures	Remediation measures
		<p>accordance with the latest version of the supplier audit standards. The audit includes the implementation level of occupational safety and health (SER audit) of key suppliers.</p> <ul style="list-style-type: none"> ▪ The " Measures for the Management of Contractors' Safe Operations " are established to manage the operational safety of contractors. Before carrying out construction, the Company requires contractors to sign the Contractor Safety and Health Management Commitment and informs them of the hazards of the construction project. The Company convenes collaborative meetings to require suppliers to complete the safety and health educational training for contractors before they proceed with work. ▪ The occupational injury notification mechanism is established for contractors. During operations by contractors in the plants, they may use Inventec's infirmary and breastfeeding room, and other related services as the employees accordingly. 	<p>supplier audits shall be taken in accordance with the internal control procedures of each plant and recommendations shall be made for improvements. Additionally, the supplier will receive follow-ups and guidance for the implementation of improvements, or the supplier may be replaced to mitigate high-risk circumstances. Regular follow-up is conducted for improvements to suppliers' RBA.</p>

Level of concern	Human rights issues	Mitigation measures	Remediation measures
Medium concern	Freedom of assembly and association	<ul style="list-style-type: none"> ▪ Conduct random SER inspections for suppliers and select suppliers for the RBA VAP audit each year. ▪ Commend suppliers with outstanding performance in corporate sustainability and RBA work implementation and explain Inventec's related management policies to suppliers in the annual supplier conference. ▪ Provide grievance channels for suppliers, which are announced at the annual supplier conference and permanently placed on the Company's website and iSupplier (supplier management platform). ▪ When processing procurement decisions, the Company includes the supplier's compliance with the Code of Conduct into the evaluation. 	<ul style="list-style-type: none"> ▪ If high-risk conditions are discovered in the human rights management of a supplier, the Company shall assess whether to conduct on-site audits and provide guidance and examination to verify that the situation has been improved for the supplier partner that has experienced the actual negative impact of the human rights issue. In addition, the suppliers are also required to demonstrate improvements in a timely manner. ▪ Formulate a future audit prioritized list for suppliers who previously had been evaluated as high-risk. ▪ Regularly review the RBA compliance status of suppliers and continuously follow up on improvement items.
	Freedom of speech and grievance channels		
	Responsible minerals management	<ul style="list-style-type: none"> ▪ Inventec adopts the latest Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT) for reviews each year in accordance with the requirements of the Responsible Minerals Initiative (RMI). The Company requires suppliers to implement reasonable due diligence on the supply chain and thereby ensures that the materials provided by suppliers to Inventec do not contain illegal minerals. 	<ul style="list-style-type: none"> ▪ If the use of conflict minerals is found, the Company shall set a deadline for improvements. If the supplier fails to complete improvements in accordance with requirements, the supplier's materials shall be banned.
	Compensation and benefits	<ul style="list-style-type: none"> ▪ Require suppliers to comply with international standards (e.g., RBA) and 	<ul style="list-style-type: none"> ▪ If high-risk conditions are discovered in the human rights management of a

Level of concern	Human rights issues	Mitigation measures	Remediation measures
		<p>laws related to employees' compensation and benefits for the site of operations such as the protection of workers' salary and benefits. The salary paid by suppliers to employees must comply with all relevant laws (minimum wage requirements must be met).</p>	<p>supplier, the Company shall assess whether to conduct on-site audits and provide guidance and examination to verify that the situation has been improved for the supplier partner that has experienced the actual negative impact of the human rights issue. In addition, the suppliers are also required to demonstrate improvements in a timely manner.</p> <ul style="list-style-type: none"> ▪ Formulate a future audit prioritized list for suppliers who previously had been evaluated as high-risk. ▪ Regularly review the RBA compliance status of suppliers and continuously follow up on improvement items.

8. Disclosures

Inventec discloses critical information such as the Human Rights Policy, due diligence process, mitigation and remediation measures for human rights issues of high and medium concern, and supplier management, including the disclosure of the Human Rights Due Diligence Report and Corporate Sustainability Report on the Company's website for stakeholders to access related information.