



Inventec 2025 Human Rights Due Diligence Report

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About the Report

Purpose of Reporting

Inventec Corporation (hereinafter referred to as "Inventec", "the Company" or “We”) has established the Company's human rights due diligence process and conducted human rights risk assessment with reference to the OECD Due Diligence Guidance for Responsible Business Conduct and the UN Guiding Principles on Business and Human Rights to identify human rights issues that should be prioritized by the Company. The Company hopes to enhance the transparency of Inventec human rights governance information by disclosing the human rights due diligence process and results, mitigation and remedial measures, tracking of due diligence results in the previous year, and grievance mechanisms and channels, thereby conveying Inventec's practice and progress in human rights governance to stakeholders who are concerned about the Company or affected by the Company. In addition, Inventec is committed to safeguarding human rights in its operations and value chain through human rights due diligence to fulfill its commitment to corporate social responsibility and sustainable development.

Reporting Scope

Inventec's human rights risk assessment covers stakeholders in its own operating sites, Tier 1, Tier 2 and Tier 3 suppliers, contractors, and communities. The operating bases include Shilin Headquarters, Taoyuan RD Factory, Daxi Factory, Pudong Factory, Chongqing Factory, Thailand Factory, Mexico Factory, and Czech Factory.

Reporting Date and Period

Inventec conducts human rights due diligence and publishes reports every two years, and this report was published in September 2025. Reporting period is from January 1 to December 31, 2024.

1. Human Rights Management Framework

1.1 Human Rights Commitments and Policy

Inventec formulates human rights policy in accordance with internationally accepted standards, such as the "United Nations Global Compact", "United Nations Universal Declaration of Human Rights", "United Nations Guiding Principles on Business and Human Rights (UNGPs)", "Organization for Economic Co-operation and Development Guidelines for Multinational Enterprises on Responsible Business Conduct", "International Labor Organization Declaration on Fundamental Principles and Rights at Work", and "The Responsible Business Alliance (RBA) Code of Conduct". Inventec is committed to diversity and equal employment, legal working hours and compensation, workplace safety and health, prohibition of child labor and forced labor, protection of freedom of association and speech, establishment of grievance channels and responsible mineral management, and continuous improvement of human rights and well-being of stakeholders and implementation of human rights protection. Inventec communicates Inventec's human rights policies and grievance mechanisms through the company's external and internal websites, posters, training, employee code of conduct signing, supplier code of conduct promotion, sustainable supply chain forums, and iSuppliers (supplier management platform), so that stakeholders can understand their own rights and interests. The detailed [Human Rights Policy](#) has been publicly disclosed on the Inventec ESG website.

Scope of Application
The human rights policy applies to all companies in the Group, including all employees and overall operational activities, and guides suppliers, partners, customers, and other value chain partners to follow the same standards.
Policy Commitments and Principles
<p>1. Diversity in employment, non-discrimination, and non-harassment</p> <p>All companies treat all genders, classes, languages, ideologies, religions, political parties, marriages, races, and disabilities equally, and are committed to providing jobs that are free from discrimination and harassment, with a zero-tolerance policy for any discrimination.</p> <p>2. Working hours, compensation, and benefits</p> <p>All employment and compensation benefits comply with the laws of the location where the operation is located, ensuring that working hours, overtime, wages, and benefits are legal.</p> <p>3. Occupational safety and health</p>

We are committed to providing a safe, healthy and comfortable working environment for all employees, and strive to achieve zero work-related injuries and zero accidents.

4. Freely chosen employment

All employees are voluntary employees and do not accept any form of forced labor, slavery, human trafficking and other illegal activities.

5. Child labor

Child labor is prohibited, and underage workers under the age of 18 are not allowed to engage in work that endangers health and safety.

6. Freedom of assembly and association

Respect the legitimate rights of employees to freely associate, organize, and join (or not join) trade union groups, collective bargaining, and peaceful assembly.

7. Freedom of speech and grievance channels

Establish a comprehensive communication mechanism and confidential grievance mechanism to provide employees with real-time feedback and regular communication channels, and protect whistleblowers from discrimination, coercion, transfer, or other adverse treatment.

8. Responsible minerals management

Inventec requires suppliers to conduct reasonable due diligence on the supply chain to ensure that there are no illegal minerals in the materials provided by suppliers to Inventec.

Inventec has also established human rights-related policy commitments such as the Corporate Social Responsibility Best Practice Principles, the Code of Ethical Conduct, the Supplier Code of Conduct, and the Responsible Minerals Statement to protect the human rights of all employees, suppliers, partners, customers, and other members of the value chain.

Policies	Summary
<u>Corporate Social Responsibility Best Practice Principles</u>	Follows the "Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies " and requires the Company and the Group to jointly practice corporate social responsibility in their operational activities and promote economic, environmental, and social progress to achieve the goals of sustainable development.
<u>Codes of Ethical Conduct</u>	Aims to guide directors and managers of companies to comply with ethical behavior standards, such as preventing

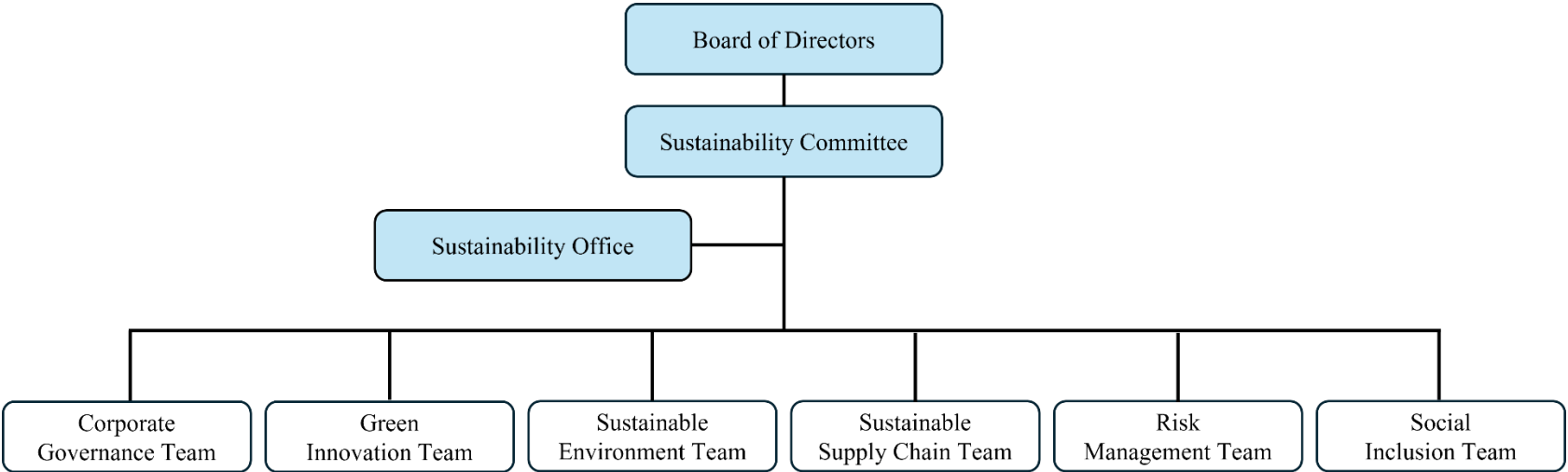
	conflicts of interest, avoiding personal gain, confidentiality obligations, fair trade, and disciplinary measures.
Global Employee Code of Conduct Management Measures	Outlines employees' work attitude that employees must abide by implementing the principle of integrity and sign these regulations upon taking office.
RBA Code of Conduct Management Handbook	Covers labor, health and safety, environment, business ethics and management system issues in order to commit to fulfilling RBA membership responsibilities.
<u>Supplier Code of Conduct</u>	Covers five major aspects: labor, health and safety, environment, business ethics and management systems, and requires the supply chain to comply with relevant regulations. In addition, supply chains must comply with the laws and regulations of their location, and encourage their upstream suppliers, contractors, and service providers to recognize and adopt this Code to collectively improve overall responsibility and sustainability.
<u>Responsible Minerals Statement</u>	Requires suppliers to comply with the use of conflict minerals and commit to avoid the use of conflict minerals through reasonable investigations.
<u>Environmental Policy</u>	Commits to evaluating the environmental impact of the product life cycle based on various principles, improving resource use efficiency, and reducing negative environmental impacts.
Hazardous Substance Free (HSF) Management Handbook	Aims to effectively manage the negative impact of hazardous substance raw materials and products on the environment and serves as the basis for IECQ QC 080000 Hazardous Substances Process Management System.
<u>Biodiversity and No Deforestation Commitment</u>	Commits to working with suppliers to respond to biodiversity and forest conservation and encourage partners to participate in supporting to promote the health of global ecosystems and achieve harmonious coexistence between humans and nature.

1.2 Human Rights Governance

In December 2022, Inventec established the Sustainability Committee under the Board of Directors to implement human rights management and achieve sustainable development goals. The Sustainability Committee is responsible for setting the company's sustainable development goals, management

policies, and action plans, and is the highest sustainability governance unit, with the chairman, independent directors, and general manager serving as members, and holding meetings at least twice a year. The Sustainability Office is responsible for integrating, compiling, and promoting the sustainable actions of the functional groups, and the six functional teams are responsible for leading various sustainability projects, and the functional group leaders are senior executives. The six functional teams include the Corporate Governance Team, the Green Innovation Team, the Sustainable Environment Team, the Sustainable Supply Chain Team, the Risk Management Team, and the Social Inclusion Team, among which the Social Inclusion Team is mainly responsible for human rights governance, coordinating human rights-related management affairs, and convening meetings according to project needs to discuss topics including labor human rights issues, talent development and recruitment, and occupational health and safety, which revising the strategic direction and action plan according to the actual situation. The Sustainability Office will assist in integrating corporate resources and cross-departmental cooperation and regularly report the achievement of indicators and project progress on each issue to the Sustainability Committee.

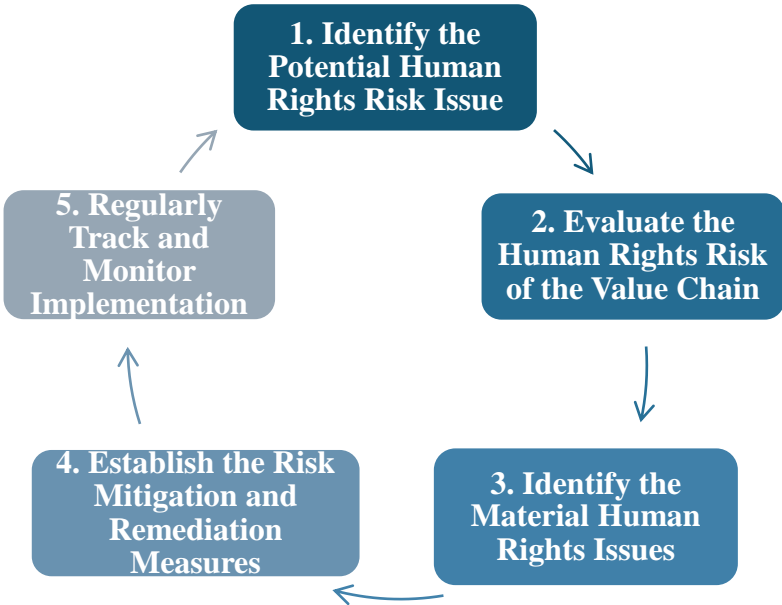
Inventec currently has two factories certified by the Social Accountability 8000 (SA8000), including child labor, working hours, forced labor, health and safety, discrimination, freedom of association and the right to collective bargaining, punitive measures, compensation and management systems, to pay attention to internal labor and human rights issues in the production chain and supply chain.



2. Human Rights Risk Assessment

2.1 Human Rights Issues Investigations

Human Rights Risk Assessment Process



- 1. Compile international evaluations, domestic and foreign human rights standards, peers and benchmark, establish the source of issues, and a list of potential human rights risk issues.
- 2. Prepare a risk assessment questionnaire based on the list of human rights issues and distribute it to each stakeholder.
- 3. Conduct questionnaire analysis to identify the material human rights issues based on the "likelihood" and "severity" of each issue.
- 4. In response to the materiality of groups on human rights issues, explain the mitigation and remediation measures, and submit the results of the issues to the dedicated unit to develop management measures.
- 5. Regularly track the implementation results of risk mitigation measures and conduct human rights risk assessments every two years to continuously track to optimize human rights performance.

To protect human rights and fulfill corporate responsibility, Inventec conducts human rights risk assessments covering all employees, suppliers, contractors, and communities, and regularly conducts human rights due diligence to formulate mitigation and remediation measures based on identified the material human rights issues and continuously tracks the implementation results of mitigation measures. The Company has summarized and adjusted the list of potential human rights risk issues in 2025 with reference to international evaluations, the Responsible Business Alliance (RBA) Code of Conduct, domestic and international human rights trends, and human rights issues of peers and benchmark concerned:

Issues	Overview	Affected Stakeholders						
		All Employees	Women Employees	Migrant Workers	Contractors	Tier 1 Suppliers	Tier 2, 3 Suppliers	Communities
Occupational health and safety	The company properly manages occupational health and safety issues, protects the safety of employees, reduces the possibility of accidental injury or illness, and has a management system for hazardous substances such as chemicals to avoid occupational safety accidents that affect the communities.	●			●	●	●	●
Guarantee of working conditions	The company provides reasonable and legal working conditions for its employees.	●			●	●	●	
Anti-discrimination, equality, diversity and inclusion	The company protects employees from being treated poorly because of their personal characteristics or background.	●	●	●	●	●	●	
Child and labor under the age of 18	The company has complete protection regulations for employees under the age of 18.	●			●	●	●	
Forced labor	Whether the company faces forced labor without consent, such as overtime, movement restrictions, or withholding of identity documents.	●		●	●	●	●	●
Excessive working hours	Whether the employee's working hours seriously exceed the local government regulations.	●		●	●	●	●	
Equal remuneration	Whether employees engage in the same job and have different salaries and remuneration based on gender and age.	●	●		●	●	●	
Harassment	Whether the employee has been harassed or behaved uncomfortable by colleagues or supervisors in the workplace.	●	●		●	●	●	

Freedom of association	The rights of employees are free to join or form organizations of their own choosing.	●			●	●	●	
The right to collective bargaining	Employees can engage in collective bargaining and negotiation with their employers.	●			●	●	●	
Public health and accommodation	The company properly manages the hygienic environment of the employee cafeteria or dormitory.	●		●	●	●	●	
Human trafficking	Whether the company involved abduction or deception in the recruitment process.	●		●	●	●	●	
Freedom of expression and grievance channels	The company provides a safe channel for employees to voice their opinions and appeals.	●		●	●	●	●	
Privacy	Employee privacy is properly valued and protected, such as prohibiting improper data collection or personal information leakage.	●			●	●	●	
Violence and inhumane treatment	Whether there is bullying or other forms of violence in the work environment.	●			●	●	●	
Environmental responsibility	whether the company's operating activities have a negative impact on the environment.				●	●	●	
Water management	The company's water is properly treated and supervised when discharged or used to avoid affecting the ecology of the water area and the water rights and health of community residents.							●
Energy consumption and greenhouse gas emissions	whether the company relies on non-renewable energy sources and fails to properly manage energy use, resulting in energy waste or increased greenhouse gas emissions.							●

Air emissions	Whether the company properly manages exhaust emissions to avoid deteriorating air quality in the community or causing headaches, respiratory diseases, and other problems to residents.							●
Hazardous substances	Whether the company effectively manages harmful substances (such as chemicals, heavy metals, corrosive substances, etc.) during the production process to reduce the impact on crops, drinking water, or the living environment.							●
Solid waste	Whether the company properly disposes of solid waste to reduce waste accumulation and resource waste.							●
Biodiversity	The company properly manages the impacts and dependencies of its operating sites and surrounding ecosystems and species to protect biodiversity and avoid biodiversity loss and ecosystem degradation.							●
Rights of indigenous peoples	Whether the company relocates the indigenous people or owns their land and resources for business operations with the informant and obtaining their consent.							●
Noise	Whether the company generates noise in the community that damages residents' health (such as insomnia, cardiovascular disease, physical and psychological effects).							●

Assess human rights risks across the value chain

This year's Human Rights Risk Assessment covers stakeholders such as employees at its own operating sites, tier1, 2, 3 suppliers, contractors, and communities, and additionally assesses the negative scenarios of potential human rights risk issues for diverse groups of women employees and migrant workers, and determines material issues based on the results of the risk assessment questionnaire.

- First, this report is designed according to the human rights issues of various stakeholders, and stakeholders are invited to fill out the questions

anonymously, with a high degree of confidentiality.

- Then, stakeholders evaluated the high, moderate, and low levels of "severity" and "likelihood" of each human rights issue, and presented them as 3, 2, and 1, with a total of 1,074 valid questionnaires.

Likelihood	
level	Meaning
1	Unlikely
2	Likely
3	Very likely

Severity	
level	Meaning
1	Low impact
2	Moderate impact
3	Highly significant impact

- Finally, this report includes "severity", "likelihood", and "materiality" as the evaluation criteria for the level of concern of human rights issues, and "materiality" is the result of multiplying "severity" by "likelihood".

2.2 Material Human Rights Issues: Employees, Suppliers, Contractors, and Communities

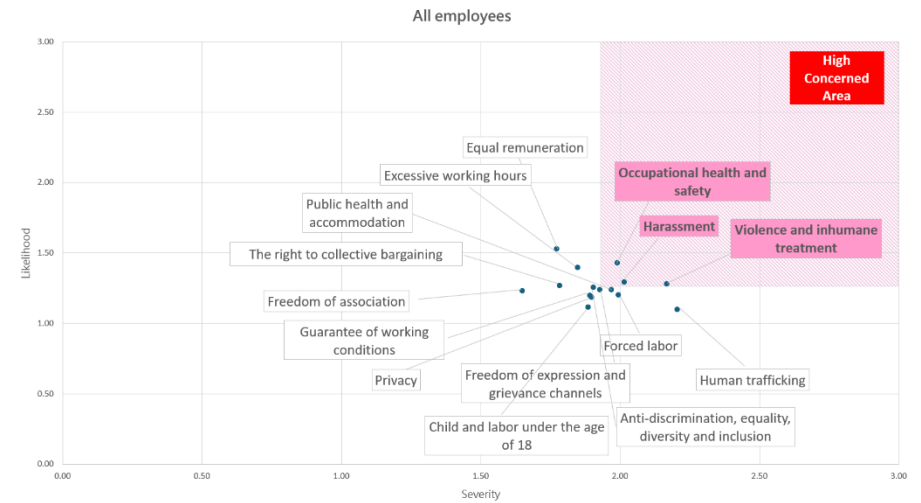
Based on the results of the human rights risk assessment questionnaire, the observations of various groups (all employees, women employees, migrant workers, contractors, Tier 1 suppliers, Tier 2,3 suppliers, and communities) on the issue are summarized, and the risk matrix of each group is drawn with the coordinate axis of "likelihood " and "Severity" to determine material issues.

The list of material issues

All Employees	Women Employees	Migrant Workers	Contractors	Tier 1 Suppliers	Tier 2, 3 Suppliers	Communities
Occupational health and safety	NA	Anti-discrimination, equality, diversity and inclusion	Occupational health and safety	Occupational health and safety	Occupational health and safety	Occupational health and safety
Violence and inhumane treatment		Forced labor	Excessive working hours			Water management
Harassment						

Stakeholder : All employees

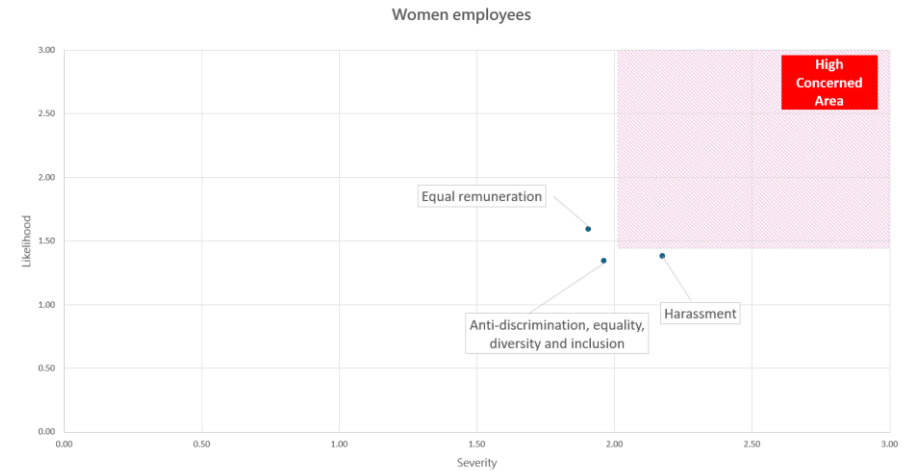
Level of Concern	Issues	Likelihood	Severity	Materiality
High	Occupational health and safety	1.43	1.99	2.85
	Violence and inhumane treatment	1.28	2.17	2.78
	Harassment	1.29	2.01	2.61
	Equal remuneration	1.53	1.77	2.71
	Excessive working hours	1.40	1.85	2.58
	Public health and accommodation	1.24	1.97	2.44
	Human trafficking	1.10	2.21	2.43
	Forced labor	1.20	1.99	2.40
	Freedom of expression and grievance channels	1.24	1.93	2.39
	Anti-discrimination, equality, diversity and inclusion	1.26	1.90	2.39
	Guarantee of working conditions	1.20	1.89	2.27
	The right to collective bargaining	1.27	1.78	2.26
	Privacy	1.18	1.90	2.25
	Child and labor under the age of 18	1.11	1.89	2.10
	Freedom of association	1.23	1.65	2.03



Stakeholder: Women employees

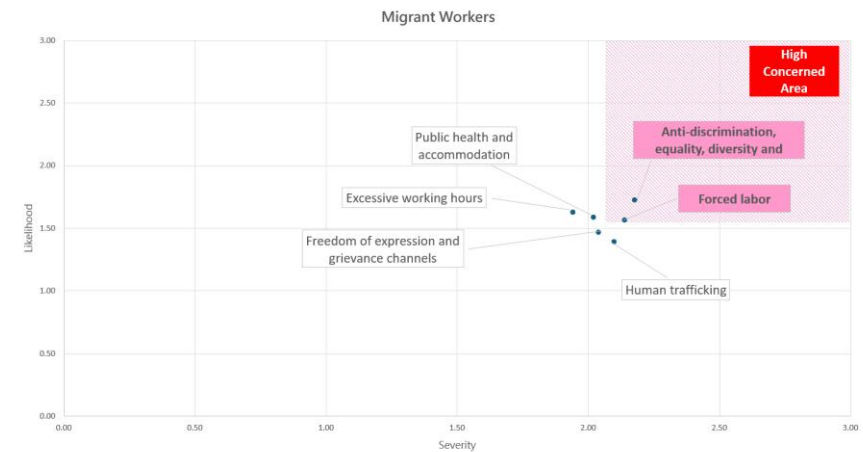
Level of Concern	Issues	Likelihood	Severity	Materiality
	Equal remuneration	1.60	1.90	3.04
	Harassment	1.38	2.17	3.01
	Anti-discrimination, equality, diversity and inclusion	1.35	1.96	2.64

According to the results of the questionnaire analysis, although female employees do not have high concerns, Inventec continues to promote relevant measures for women employees, such as incorporating gender equality issues into the company's sustainability policy and supporting women employees to develop in STEM fields.



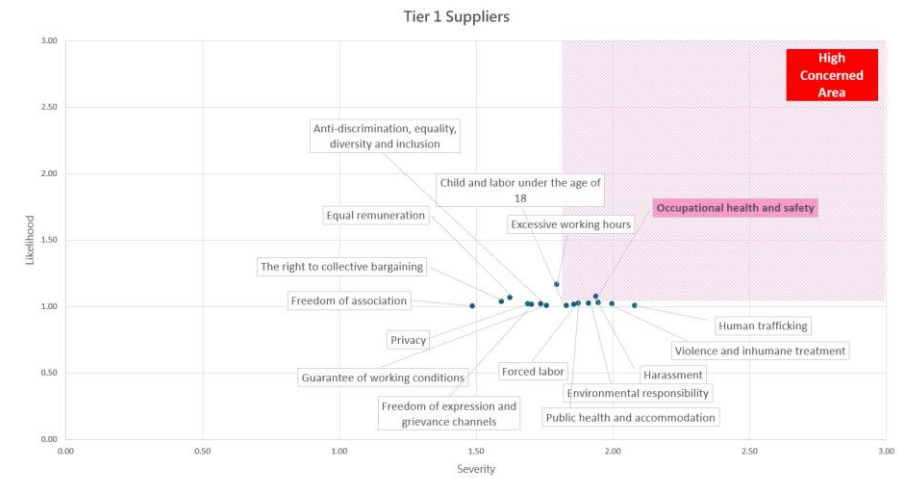
Stakeholder: Migrant workers

Level of Concern	Issues	Likelihood	Severity	Materiality
High	Anti-discrimination, equality, diversity and inclusion	1.73	2.18	3.76
	Forced labor	1.57	2.14	3.35
	Public health and accommodation	1.59	2.02	3.21
	Excessive working hours	1.63	1.94	3.16
	Freedom of expression and grievance channels	1.47	2.04	3.00
	Human trafficking	1.39	2.10	2.92



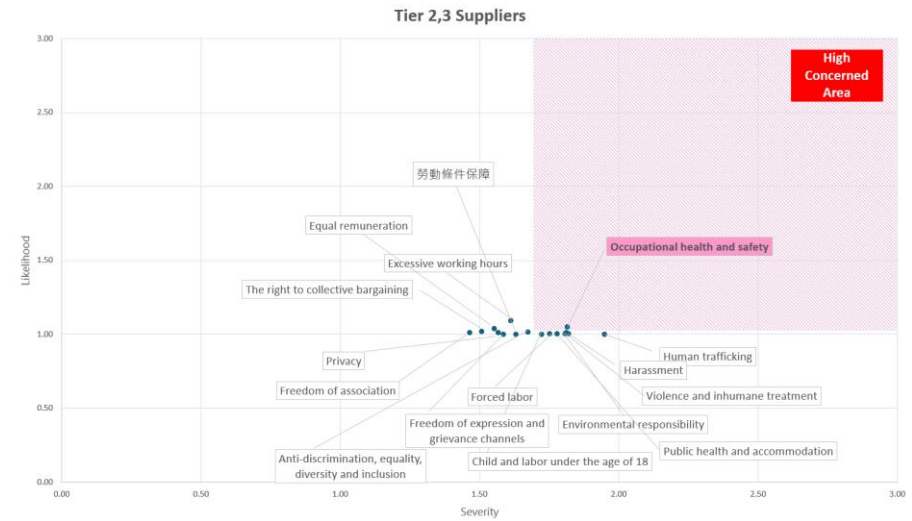
Stakeholder: Tier 1 suppliers

Level of Concern	Issues	Likelihood	Severity	Materiality
High	Occupational health and safety	1.08	1.94	2.09
	Excessive working hours	1.17	1.79	2.10
	Human trafficking	1.01	2.08	2.09
	Violence and inhumane treatment	1.02	2.00	2.04
	Harassment	1.03	1.95	2.01
	Environmental responsibility	1.02	1.91	1.96
	Public health and accommodation	1.02	1.87	1.92
	Forced labor	1.02	1.86	1.89
	Child and labor under the age of 18	1.01	1.83	1.84
	Guarantee of working conditions	1.01	1.76	1.77
	Anti-discrimination, equality, diversity and inclusion	1.02	1.74	1.77
	Equal remuneration	1.07	1.62	1.73
	Freedom of expression and grievance channels	1.02	1.70	1.73
	Privacy	1.02	1.69	1.72
	The right to collective bargaining	1.04	1.59	1.65
	Freedom of association	1.00	1.49	1.49



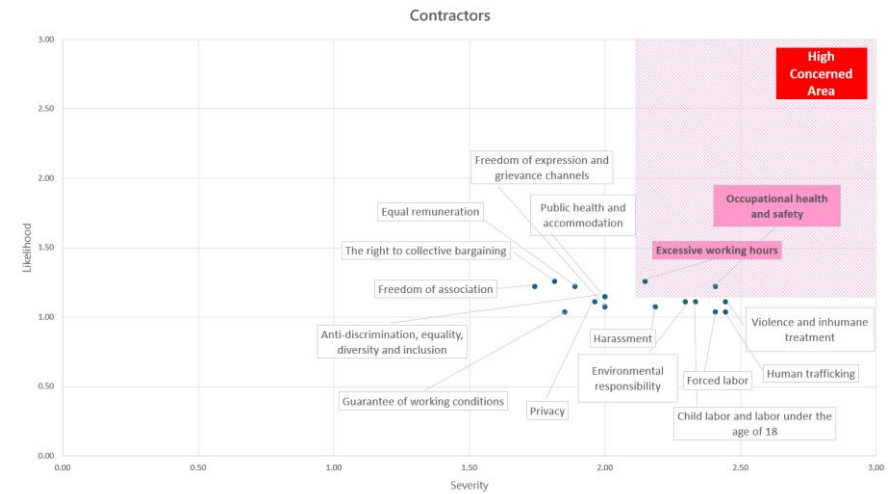
Stakeholder: Tier 2, 3 suppliers

Level of Concern	Issues	Likelihood	Severity	Materiality
high	Occupational health and safety	1.05	1.81	1.90
	Human trafficking	1.00	1.95	1.95
	Environmental responsibility	1.01	1.81	1.83
	Harassment	1.00	1.82	1.83
	Violence and inhumane treatment	1.00	1.81	1.81
	Public health and accommodation	1.00	1.78	1.78
	Excessive working hours	1.09	1.61	1.76
	Forced labor	1.00	1.75	1.76
	Child and labor under the age of 18	1.00	1.72	1.72
	Anti-discrimination, equality, diversity and inclusion	1.01	1.67	1.70
	Guarantee of working conditions	1.00	1.63	1.63
	Equal remuneration	1.04	1.55	1.61
	Freedom of expression and grievance channels	1.00	1.59	1.59
	Privacy	1.01	1.57	1.58
	The right to collective bargaining	1.02	1.51	1.54
	Freedom of association	1.01	1.46	1.48



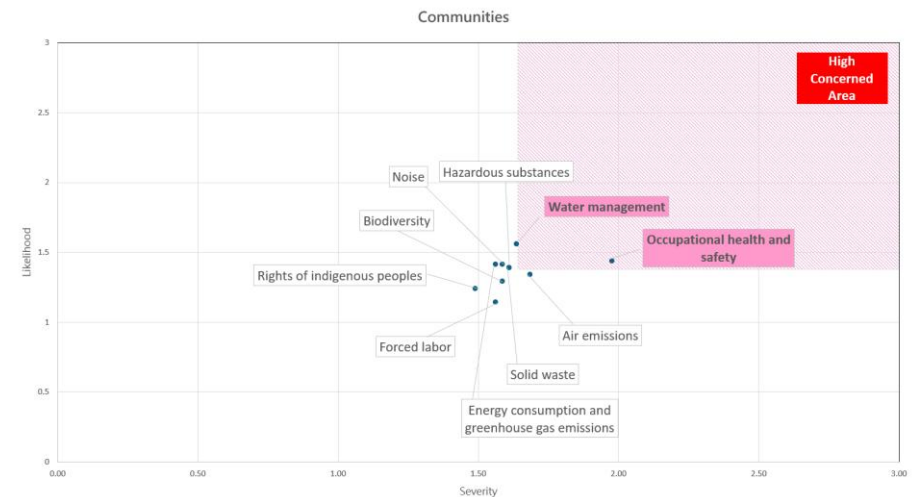
Stakeholder: Contractors

Level of Concern	Issues	Likelihood	Severity	Materiality
High	Occupational health and safety	1.22	2.41	2.94
	Excessive working hours	1.26	2.15	2.71
	Violence and inhumane treatment	1.11	2.44	2.72
	Child labor and labor under the age of 18	1.11	2.33	2.59
	Environmental responsibility	1.11	2.30	2.55
	Human trafficking	1.04	2.44	2.53
	Forced labor	1.04	2.41	2.50
	Harassment	1.07	2.19	2.35
	Equal remuneration	1.22	1.89	2.31
	Anti-discrimination, equality, diversity and inclusion	1.15	2.00	2.30*
	Public health and accommodation	1.15	2.00	2.30*
	The right to collective bargaining	1.26	1.81	2.29
	Privacy	1.11	1.96	2.18
	Freedom of expression and grievance channels	1.07	2.00	2.15
	Freedom of association	1.22	1.74	2.13
	Guarantee of working conditions	1.04	1.85	1.92



Stakeholder: Communities

Level of Concern	Issues	Likelihood	Severity	Materiality
High	Occupational health and safety	1.44	1.98	2.84
	Water management	1.56	1.63	2.55
	Air emissions	1.34	1.68	2.26
	Noise	1.41	1.59	2.24
	Hazardous substances	1.39	1.61	2.24
	Solid waste	1.39	1.61	2.24
	Energy consumption and greenhouse gas emissions	1.41	1.56	2.21
	Biodiversity	1.29	1.59	2.05
	Rights of indigenous peoples	1.24	1.49	1.85
	Forced labor	1.15	1.56	1.79



3. Human Rights Issues Management

3.1 Management Policies

Material Issues	Affected Stakeholders	Policies	Management Policies
Occupational health and safety	All employees	<u>Occupational Safety and Health Policy</u> <u>Human Rights Policy</u>	The "Occupational Safety and Health Policy" is established, and relevant training are regularly held every year, and promotion is promoted during new employee training, and occupational safety and health management is

		<u>Supplier Code of Conduct</u> <u>Corporate Social Responsibility Best Practice Principles</u>	implemented through regular factory audits, related drills, and regular monitoring of the working environment.
	Tier 1 suppliers		According to the procurement process, suppliers are required to sign a statement of the RBA Code of Conduct, and regularly implement the management of occupational health and safety issues in the supply chain through online training, audits, and evaluations. For upstream suppliers, the Company encourages Tier 1 suppliers to require upstream suppliers to jointly follow and adopt the Inventec Supplier Code of Conduct to manage and protect the occupational health and safety of their employees.
	Tier 2, 3 suppliers		
	Contractors		
	Communities		The "Occupational Safety and Health Policy" has been formulated, a chemical safety management system has been established, industrial safety strategic alliances have been promoted, and an audit plan has been established to ensure the effective implementation of safety measures, continuously improve the safety of the working environment, and prevent the occurrence of occupational safety accidents.
Violence and inhumane treatment	All employees	<u>Non-Discrimination and Anti-Harassment Policy</u>	The "Non-Discrimination and Anti-Harassment Policy" has been formulated, which includes the company's prohibition of bullying, violence, insults, threats, bullying, intimidation, abuse, etc., and continues to remind all employees of their awareness through training.
Harassment	All employees	<u>Human Rights Policy</u> <u>Non-Discrimination and</u>	The Company has established the "Inventec Human Rights Policy" and "Non-Discrimination and Anti-Harassment Policy", which promise to

		<u>Anti-Harassment Policy</u>	provide a workplace environment free from harassment for all employees, and promote the concept, prevention and response measures of harassment through training, and enhance the awareness of all employees.
Anti-discrimination, equality, diversity and inclusion	Migrant workers	<u>Human Rights Policy</u> <u>Non-Discrimination and Anti-Harassment Policy</u> <u>Corporate Social Responsibility Best Practice Principles</u>	In accordance with the “International Convent on Human Rights”, “Inventec Human Rights Policy”, and “Non-Discrimination and Anti-Harassment Policy”, the Company has clearly established zero tolerance for any form of discrimination, and has established a code of conduct for employees through training to prevent discrimination incidents.
Forced labor	Migrant workers	<u>Human Rights Policy</u> <u>Corporate Social Responsibility Best Practice Principles</u>	For migrant workers, companies require them to sign, obtain, and confirm employment contracts before leaving their home countries, ensuring that they agree and voluntarily accept the terms of employment.
Excessive working hours	Contractors	<u>Supplier Code of Conduct</u> <u>Human Rights Policy</u>	The “Supplier Code of Conduct” and “Human Rights Policy” are in place, requiring contractors to comply with policies and guidelines related to working hours and comply with local working hour regulations.
Water management	Communities	<u>Corporate Social Responsibility Best Practice Principles</u> <u>Environmental Policy</u>	The "Corporate Social Responsibility Best Practice Principles" and "Environmental Policy" have been established, and an environmental management system has been established to effectively implement environmental management.

3.2 Risk Mitigation & Remediation Measures

To prevent the risk of human rights violations, protect the rights and interests of stakeholders, and respond and repair incidents in real time, Inventec

formulates mitigation and remediation measures for material issues to employees, suppliers, contractors, and the community. The Company provides training to direct suppliers (i.e., Tier 1 suppliers) through the supplier management platform, and provides human rights training materials to promote the importance of human rights issues such as occupational health and safety, and promote suppliers to pay attention to this issue. In addition, the Company has established supplier management mechanisms, such as supplier evaluation and risk assessment, written and on-site audits, etc., to achieve the effect of prevention and mitigation. For indirect suppliers (i.e., Tier 2, 3 suppliers), Inventec encourages suppliers to require their upstream suppliers (i.e., Tier 2, 3 suppliers) to recognize and follow the Inventec Supplier Code of Conduct, respect employees, and provide a healthy and safe working environment. Mitigation and remediation actions for employees, Tier 1 suppliers, contractors, and the communities are shown in the table below.

Stakeholders	Material Issues	Mitigation Measures	Remediation Measures
All employees	Occupational health and safety	Policies and Training <ol style="list-style-type: none"> 1. Formulate the "Human Rights Policy" and "Occupational Safety and Health Policy", promote the training of new employees, and hold occupational safety and health-related training every year. 2. Establish the "Administrative Measures for Identification and Risk Assessment of Safety and Health Hazards" and "Management Measures for the Formulation of Safety and Health Environmental Objectives and Targets". 3. Establish an Occupational Safety and Health Committee (hereafter referred to as the OSH Committee), which convenes quarterly to jointly deliberate on various occupational health and safety issues to ensure the implementation of management. 4. Formulate basic and advanced projects for global safety and health implementation, and track each plant using safety and health performance indicators (SHPI) every month. 	<ol style="list-style-type: none"> 1. In accordance with the "Administrative Measures for Identification and Risk Assessment of Safety and Health Hazards" and the "Management Measures for the Formulation of Safety and Health Environmental Objectives and Targets", risk and hazard identification assessments are conducted for cases, and improvement measures are promoted. 2. An accident investigation committee is established in accordance with the "Accident Handling and Investigation Procedures", and the occupational safety unit convenes the head of the accident unit to investigate the case and take remedial and improvement measures based on the results. 3. Set up a work-related injury notification mechanism.

		<p>Implemented Measures</p> <p>Occupational safety</p> <ol style="list-style-type: none"> 1. The headquarters and global factories have passed the Occupational Safety and Health Management System (ISO 45001/CNS 45001) certification, effectively implementing management. 2. As a member of the Responsible Business Alliance (RBA), Inventec has formulated the RBA Code of Conduct 3. Management Handbook and implemented RBA audit certification to ensure effective management of occupational safety. 4. Through several specific occupational safety measures, occupational safety and health management is implemented to achieve the purpose of mitigation. Includes: <ol style="list-style-type: none"> (1) Establish a joint audit team to conduct regular factory audits. (2) Regularly hold emergency response and disaster prevention safety drills every six months. (3) Establish risk and hazard identification and assessment procedures, and regularly identify and assess risks by occupational safety and health personnel on each site every year, and formulate management guidelines. (4) Establish the EHS Cloud Management System to monitor and collaborate with cross-site in real time, strengthen overall safety management, and reduce operational risks. <p>Occupational health</p> <ol style="list-style-type: none"> 1. Mexico, Thailand, and the Czech Republic has introduced in 2025, and other sites have implemented ISO 45003 Occupational Health and Safety Management System - Psychological Health and Safety at Work to establish 	<ol style="list-style-type: none"> 4. If an employee has an accident such as a work injury, car accident, or serious illness, the company will provide relevant assistance, such as applying for group insurance, travel insurance, pensions, etc. 5. The employee welfare committee of the parent company will provide financial assistance, including condolences for employee injuries and illnesses, condolences for critical illnesses, etc. 6. The Occupational Safety and Health Committee is regularly convened quarterly to review and improve. 7. To reduce the occurrence of accidents, we have developed AI-Powered Smart Safety Management System and implemented measures such as wearable safety identification, electronic fence safety control, and remote real-time monitoring to improve personnel operational safety.
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		<p>employee mental health and safety procedures in the workplace.</p> <p>2. Implement employee health care through several health promotion management measures. Includes:</p> <ol style="list-style-type: none"> (1) Regularly implement monitoring of the working environment and provide regular special health examinations for special operators in accordance with local regulations. (2) Doctors and nursing staff are stationed at the factory to provide emergency injury and illness treatment, health care, and health guidance services for high-risk colleagues, activate a medical consultation mechanism for high-risk colleagues, and adjust the work content according to the doctor's judgment. (3) Provide psychological counseling services. (4) Provide maternal protection programs for women. (5) Provide regular physical examination services for employees. (6) Provide employees with a 24-hour free Employee Assistance Program (EAP) for external professional consultants. 	
	Violence and inhumane treatment	<p>Policies and Training</p> <ol style="list-style-type: none"> 1. Establish the "Non-Discrimination and Anti-Harassment Policy". 2. Conduct training about unlawful infringement prevention at workplace for supervisors and continuously remind employees to pay attention to and recognize this issue to avoid occurrence. <p>Implemented Measures</p> <ol style="list-style-type: none"> 1. Sign the Employee Code of Conduct every year. 2. Use internal announcements or posters and other channels to promote. 	<ol style="list-style-type: none"> 1. Violations of the "Non-Discrimination and Anti-Harassment Policy" will be corrected through tracking, assessment, and supervision, and appropriate disciplinary measures or management measures will be given, such as transfers, demotions, and salary reductions. 2. Provide counseling and care measures, and if necessary, refer to external counseling or medical institutions for assistance.

		3. Provide grievance channels, including grievance hotlines and grievance emails, to create a fair and diverse and inclusive work environment for employees.	
	Harassment	Policies and Training <ol style="list-style-type: none"> 1. Formulate the "Human Rights Policy" and "Non-Discrimination and Anti-Harassment Policy". 2. Establish the "Sexual Harassment Preventive Measures and Grievance and Discipline Procedures" 3. Conduct training for employees and supervisors, and track the completion rate to continuously remind employees of their importance and awareness of this issue to avoid harassment. Implemented Measures <ol style="list-style-type: none"> 1. Sign the Employee Code of Conduct every year. 2. Use internal announcements or posters and other channels to promote. 3. Provide grievance channels, including grievance hotlines and grievance emails, to create a fair and diverse and inclusive work environment for employees. 4. Formulate the RBA Code of Conduct Management Handbook, commit to and promote respect and protection of employees' human rights, implement RBA audit certification, and regularly check whether the working environment meets RBA standards (including harassment). 	<ol style="list-style-type: none"> 1. Violations of the "Non-Discrimination and Anti-Harassment Policy" will be corrected through tracking, assessment, and supervision, and appropriate disciplinary measures or management measures will be given, such as transfers, demotions, and salary reductions. 2. Provide counseling and care measures, and if necessary, refer to external counseling or medical institutions for assistance.
Migrant workers	Anti-discrimination, equality, diversity and inclusion	Policies and Training <ol style="list-style-type: none"> 1. Formulate the "Human Rights Policy" and "Non-Discrimination and Anti-Harassment Policy". 2. Organize workplace anti-discrimination publicity and training for supervisors, and track the completion rate of training. 3. Upon arrival, provide training in the native language of foreign migrant workers to help colleagues understand their rights and interests. 	<ol style="list-style-type: none"> 1. Violations of the "Non-Discrimination and Anti-Harassment Policy" will be corrected through tracking, assessment, and supervision, and appropriate disciplinary measures or management measures will be given, such as transfers, demotions, and salary reductions. 2. Provide counseling and care measures, and if necessary, refer to external counseling or

		Implemented Measures <ol style="list-style-type: none"> 1. Sign the Employee Code of Conduct every year. 2. Promote anti-discrimination laws and regulations on the manager recruitment management platform. 3. Provide grievance channels, including grievance hotlines and grievance emails, to create a fair and diverse and inclusive work environment for employees. 4. Formulate the RBA Code of Conduct Management Handbook, commit to and promote respect and protection of employees' human rights, implement RBA audit certification, and regularly check whether the working environment meets RBA standards (including discrimination). 	<p>medical institutions for assistance.</p>
	Forced labor	Policies and Training <ol style="list-style-type: none"> 1. Establish the Human Rights Policy, and emphasize the Company's emphasis on freedom to choose a career and the regulations that relevant units need to abide by. 2. Regularly organize human rights training to continuously enhance the human rights awareness of all employees. 3. Upon arrival, provide training in the native language of foreign migrant workers to help colleagues understand their rights and interests. Implemented Measures <ol style="list-style-type: none"> 1. Sign the Employee Code of Conduct every year. 2. Require the Company's operating bases and cooperative staffing agencies to implement and comply with relevant regulations, including a zero-fee policy for foreign migrant workers, prohibiting unreasonable restrictions on employee movement, and requiring migrant workers to sign, obtain, and confirm employment contracts before leaving their home countries. 3. Provide grievance channels, including grievance hotlines and grievance emails, to create a fair and diverse and inclusive 	<ol style="list-style-type: none"> 1. Once forced labor occurs, an investigation must be conducted. 2. Communicate and discuss handling measures with management at all levels of relevant units. 3. It is necessary to confirm from time to time whether the relevant units are still at risk of forced labor.

		<p>work environment for employees.</p> <p>4. Formulate the RBA Responsible Business Alliance Code of Conduct Management Manual, commit to and promote respect and protection of employees' human rights, and implement RBA audit certification to avoid forced labor.</p>	
Suppliers	Occupational health and safety	<p>Policies and Training</p> <ol style="list-style-type: none"> 1. Suppliers are required to sign Inventec's "Responsible Business Alliance Code of Conduct Compliance Statement, which covers health and safety issues and promotes health and safety in the working environment. 2. Develop the Supply Chain Occupational Safety and Health Guidelines, establish regulatory mechanisms, and ensure compliance with safety standards. 3. At the supplier conference, manufacturers with excellent corporate sustainability and RBA performance were commended, and Inventec's relevant management policies were explained. 4. The Supplier Code of Conduct is published on the Inventec ESG website and the Supplier Management Platform - iSupplier, and supplier training are provided through iSupplier to promote the importance of occupational health and safety. 5. Every year, sustainable supply chain exchange activities, such as sustainable supply chain briefings and sustainable supply chain ESG workshops, are held to promote workplace safety, health and health issues, and workplace safety briefings and on-site interviews are conducted from time to time. 6. Provide grievance channels for suppliers to facilitate immediate response to potential and actual occupational health and safety risks. <p>Implemented Measures</p> <ol style="list-style-type: none"> 1. The new supplier evaluation includes the SER and ESG survey evaluation forms, which cover occupational health and safety 	<ol style="list-style-type: none"> 1. In the event of an occupational safety and health incident, supplier audits will be conducted in accordance with the internal control procedures of each factory. 2. Propose corrective action plan for audit findings, such as all emergency medications are accounted for and managed daily, posting warning signs and control measures, announcing noise test results, and supervising employees to wear protection gear properly. 3. If the supplier has no measures for 4 consecutive audits and has not made any improvements for 8 weeks, it will be reported for disqualification.

		<p>issues to ensure that suppliers protect the human rights of employees.</p> <p>2. Every year, based on the results of supplier management risks and SER/ESG assessments, the annual supplier audit list is screened for written audits, on-site audits, and RBA VAP audits.</p>	
Contractors	Occupational health and safety	<p>Policies and Training</p> <ol style="list-style-type: none"> 1. Establish the Supplier Code of Conduct that requires contractors to comply with relevant regulations to ensure the occupational safety and health of employees. 2. The Human Rights Policy has been formulated to lead value chain partners to follow the same standards and jointly promote occupational safety and health. 3. The "Occupational Safety and Health Policy" has been established to promote contractors' attention and awareness of occupational health and safety. 4. Provide grievance channels for contractors to facilitate immediate response to potential and actual occupational health and safety risks. <p>Implemented Measures</p> <ol style="list-style-type: none"> 1. Require contractors to sign a Responsible Business Alliance Code of Conduct Compliance Statement document covering health and safety issues and promoting the health and safety of the partner's work environment. 2. Contractors are required to set up occupational safety and health personnel and apply for labor insurance for their employees and submit relevant certificates before entering the factory for work. 3. Before executing the project, in accordance with the "Contractor Operational Safety Management Guidelines", a safety and health meeting "agreement organization meeting" is held, a safety and health management commitment is signed, 	<ol style="list-style-type: none"> 1. Establish the contractor injury reporting mechanism for contractors' work-related injuries. If an occupational accident occurs in a contractor, the contractor must report it to Inventec in accordance with regulations and include the incident in the manufacturer's occupational accident statistics platform for accident investigation. 2. An accident investigation committee is established in accordance with the Administrative Measures for Accident Handling and Investigation Operations, and the occupational safety unit convenes the head of the accident unit to investigate the case and take remediation measures based on the results.

		<p>and the project hazards are informed.</p> <ol style="list-style-type: none"> 100% of contractors complete safety and health training before entering the factory. Formulate Supply Chain Occupational Safety and Health Guidelines. Large-scale and high-risk projects must be reviewed by construction safety risk assessment before operation. Regularly assess the safety and health performance of contractors, and adjust the number of projects and project payments issued by contractors according to the assessment results. Provide contractor medical care services, such as medical office and lactation room. Each plant communicates with long-term contractors on business risks and discusses measures to prevent accidents, such as the Czech factory. 	
	Excessive working hours	<p>Policies and Training</p> <ol style="list-style-type: none"> Establish the Supplier Code of Conduct that requires contractors to comply with relevant regulations. The Human Rights Policy has been formulated to lead value chain partners to follow the same standards and comply with local working hours. Contractors are regularly trained every year. For example, the Taiwan, Pudong and Chongqing factories conducted human rights-related publicity and training for contractors and security guards, covering the issue of excessive working hours. The Czech factory trains contractors on internal process policies, ethics guidelines, and RBA guidelines. <p>Implemented Measures</p> <ol style="list-style-type: none"> Suppliers are required to sign Inventec's "Responsible Business Alliance Code of Conduct Compliance Statement." 	<ol style="list-style-type: none"> If the contractor violates the provisions of the safety and health management commitment, the contractor assessment mechanism will be activated to evaluate the contractor's contract volume based on the results. Contractors are required to stop overtime operations in accordance with the law, and require improvement or additional manpower to reasonably allocate work tasks.

Communities	Occupational health and safety (Occupational safety accidents)	Policies and Training <ol style="list-style-type: none"> 1. Establish a chemical safety management system, including formulating chemical control standards, establishing chemical safety management practice case manuals, and requiring qualified trained dedicated personnel to manage them. Implemented Measures <ol style="list-style-type: none"> 1. Establish an industrial safety strategic alliance. 2. Inspect the Group's high-risk factories and new projects, and formulate corresponding plans based on the risk characteristics of different sites. ° 	<ol style="list-style-type: none"> 1. Formulate the "Occupational Accident Investigation and Accident Reporting Procedures", manage them according to incident levels, and carry out investigations, incident tracking, and safety and health promotion. 2. The Occupational Safety and Health Committee shall be held quarterly to formulate corrective measures.
	Water management	Policies and Training <ol style="list-style-type: none"> 1. The "Environmental Policy" is formulated, requiring all factories to comply with environment-related regulations and international guidelines to protect the natural environment and resources. 2. Environmental management units have been set up in each major production and operation plant, and an environmental sustainability management system has been established to promote resource use efficiency and pollution prevention, and implement environmental management. 3. Organize environment-related training to promote water resource management, and each plant promotes it through individual activities, such as the Czech factory produces a "Water Leakage Prevention" campaign publicity and displays it on the electronic signage of the factory. The Pudong factory regularly issues water conservation announcements. Implemented Measures <ol style="list-style-type: none"> 1. According to the World Resources Institute's (WRI) Water Risk Assessment Tool (Aqueduct 4.0), water risk in the area where each plant is located is regularly identified every year. 2. Each plant complies with local regulations and industrial park management regulations. 	<ol style="list-style-type: none"> 1. In the event of a water pollution incident, Taoyuan RD factory has an emergency plan and invests in environmental restoration actions to promote the harmonious coexistence of the factory and the community. 2. To prevent abnormal food waste discharge in restaurants, the Mexico factory updated its equipment, removed abnormal equipment in restaurants, and built a three-stage grease trap for management, and cleaned it through daily pumping trucks to prevent abnormalities. 3. Shilin headquarter and Daxi factory will take remedial measures in response to the negative impact caused in accordance with the Consultation, Communication and Negotiation Management Measures.

		3. Domestic sewage management is carried out, and source management and centralized sewage treatment plant management are adopted, such as Taoyuan RD factory, Pudong factory and Czech factory. 4. The Pudong factory promotes water conservation and reuse of recycled water, and regularly monitors the concentration of pollutants in wastewater.	
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3.3 Progress tracking

Tracking of risk mitigation measures in the previous year

To ensure the implementation of risk mitigation measures, Inventec regularly tracks the implementation of human rights management measures. In 2023, Inventec identified material human rights issues such as diversity appointments, anti-discrimination and anti-harassment, working hour management, and occupational safety and health.

Stakeholder: All employees

Material Issues in 2023	Mitigation Measures	2024 Results
Diversity in employment, anti-discrimination, and anti-harassment	1. Formulate the "Sexual Harassment Preventive Measures and Grievance and Discipline Procedures". 2. Sign the Employee Code of Conduct every year to avoid misconduct (such as discrimination, harassment, and workplace unlawful infringement). 3. Use internal announcements or posters to promote "prohibition of sexual harassment". 4. Promote anti-discrimination laws and regulations on the manager recruitment management platform. 5. Promote sexual harassment prevention in the training of new employees. 6. Promote gender equality awareness and hold gender lectures. 7. Organize workplace unlawful infringement publicity and	1. 100% signing rate for existing employees of the parent company (including sexual harassment prevention measures and regulations). 2. 86.3% completion rate for workplace unlawful infringement prevention training among managers (including anti-discrimination and anti-harassment content).

	education training for supervisors, and track the completion rate.	
Working hours management	<ol style="list-style-type: none"> 1. In accordance with local government regulations and internal HR management guidelines, we ensure that basic labor conditions for employees are provided, including working hours mechanisms. 2. Offer a flexible working hours system. 3. Promote a culture of reasonable working hours and work-life balance. 4. Establish a manager portal where managers can manage employee hours through the system. 	<ol style="list-style-type: none"> 1. Regulations regarding basic labor conditions are adjusted and updated on the Company's internal website. 2. Provide automated emails to alert supervisors to pay attention to employee working hours. 3. Understand employee attendance through the system. 4. Check the balance status of the production line and review the work week report regularly every week. 5. Regularly forecast employee production needs.

Note: Due to adjustments to this year's agenda list, the 2023 Diversity Appointment, Anti-Discrimination, and Anti-Harassment Issues refer to the 2025 Anti-Discrimination, Equality, and Diversity Inclusion Issues and Harassment Issues.

Stakeholder: Suppliers

Material Issues in 2023	Mitigation Measures	2024 Results
Diversity in employment, anti-discrimination, and anti-harassment	<ol style="list-style-type: none"> 1. RBA VAP audits are conducted annually at the vendor selection stage, and SER spot checks are conducted on existing suppliers. 2. The annual supplier conference recognizes suppliers with excellent performance in corporate sustainability and RBA, and explains Inventec's relevant policies. 3. Provide grievance channels, such as Inventec's external website and iSupplier (supplier management platform). 4. Incorporate the extent to which suppliers adhere to the Code of Conduct into their evaluation decisions. 5. Regularly review supplier's RBA compliance. 	<ol style="list-style-type: none"> 1. The completion rate of existing suppliers signing the "Responsible Business Alliance Code of Conduct Compliance Statement Document" was 99.7%; 100% sign-up rate for new suppliers
Working hours management		

Occupational safety and health	<ol style="list-style-type: none"> 1. On-site audits, covering the implementation of occupational safety and health (SER audits) of key suppliers. 2. Implement the "Regulations for the Management of Contractor Safety Operations". 3. Implement a work-related injury notification mechanism for contractors. 4. Perform various operations in the factory, and if necessary, suppliers can use the services of Infirmary and Nursing Room in the same way as colleagues. 	<ol style="list-style-type: none"> 1. Formulate supply chain occupational safety and health guidelines. 2. Develop AI-Powered Smart Safety Management System to ensure the safety of construction personnel.
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Note: Due to the adjustment of this year's agenda list, the working hour management issues in 2023 refer to the issues of excessive working hours in 2025. Workplace safety and health issues in 2023 refer to occupational health and safety issues in 2025.

3.4 Grievance Mechanism and Communication Channels

To ensure the rights and interests of all stakeholders, Inventec has established a grievance mechanism to resolve internal employee complaints and external reports of major violations, violations of discipline or impropriety. When internal and external stakeholders (including but not limited to all employees, suppliers, contractors, communities, etc.) face potential or actual human rights violations, report them immediately, and protect the whistleblowers from coercion, discrimination, investigation, or other adverse treatment, to establish a friendly working environment. The relevant grievance mechanism is as follows:

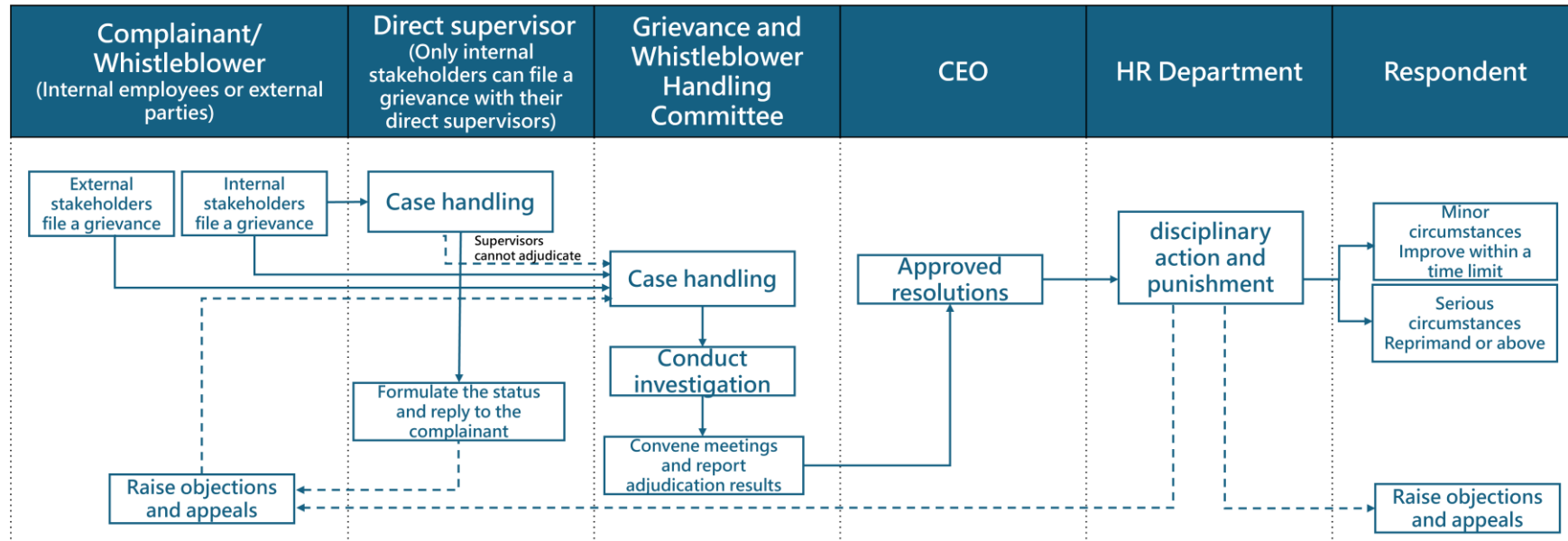
Communication Channels

Stakeholder	Grievance Channel	Communication Content
Internal stakeholders (All employees)	<ul style="list-style-type: none"> ● Direct supervisors ● Convenor of the Grievance and Whistleblower Handling Committee ● Grievance and Whistleblower Hotline: +886-22881-0721 #21999 ● Grievance Email: 21999@inventec.com 	<ul style="list-style-type: none"> ● General cases This includes but is not limited to cases where rights and interests are lost due to negligence in the Company's system, or cases where the rights and interests of the Company or individuals are infringed upon due to the misconduct of other employees.

External stakeholders (Suppliers, Contractors, Communities)	<ul style="list-style-type: none"> ● Convenor of the Grievance and Whistleblower Handling Committee ● Grievance and Whistleblower Hotline: +886-22881-0721 #21999 ● Grievance Email: 21999@inventec.com 	<ul style="list-style-type: none"> ● Sexual harassment cases This includes but is not limited to sexual demands or sexual or gender-discrimination remarks or behaviors when employees perform their duties.
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Grievance Mechanism

In the event of a human rights violation, all employees can file a grievance with their direct supervisors or the convener of the Grievance and Whistleblower Handling Committee, and external stakeholders can file a grievance with the convener of the Grievance and Whistleblower Handling Committee. The handling unit (HR department) must fulfill the confidentiality obligation of the identity of the whistleblower and the content of the report, and supervisors at all levels shall ensure the protection of the whistleblowers from discrimination, coercion, reassignment, or any other unfavorable treatment. When the direct supervisor receives grievance, it must make a ruling, and if the direct supervisor cannot adjudicate, it shall be reported to the Grievance and Whistleblower Handling Committee. When the Grievance and Whistleblower Handling Committee receives the grievance, the convener shall convene the committee to investigate directly, report the adjudication results and administrative punishment of the grievance, and submit it to the CEO for approval, and the HR Department will impose disciplinary actions on the respondent. Minor offenses may be given written explanations and corrections within a time limit, while serious offenses may be reprimanded or above in accordance with Inventec's personnel management regulations. If the complainant/whistleblower and the respondent have objections to the resolution, they can file a reply after the case is closed, and if the investigation needs to be extended, it may be extended for no more than three months.



Grievance System Promotion

Inventec actively promotes the grievance mechanism and process to stakeholders through diversified channels, ensuring that those affected can report potential or actual human rights risk incidents in real time, assisting the company in detecting and handling relevant issues early, while strengthening employee communication and participation to reduce labor disputes and legal risks.

All Employees (including women employees and migrant workers)	Suppliers	Contractors	Communities (neighborhood)
<ul style="list-style-type: none"> ✓ Company website ✓ Internal portal ✓ Posters displayed on office floors ✓ Employee Code of Conduct signing and grievance channel 	<ul style="list-style-type: none"> ✓ iSupplier (supplier management platform) ✓ Sustainable Supply Chain Forums 	<ul style="list-style-type: none"> ✓ Annual factory entry qualification training ✓ Annual occupational safety and health training ✓ Contractor exchange meeting ✓ Irregular certification training 	<ul style="list-style-type: none"> ✓ Community visit interviews ✓ Dedicated contact channels for community relations

announcement ✓ New employee training			
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Communication Channels

In addition to the grievance channel, the Company also provides the following channels to encourage stakeholders such as employees, suppliers, contractors, and communities to communicate with us and identify potential risks that may be affected by Inventec's operations.

All Employees (including women employees and migrant workers)		Suppliers	Contractors	Communities (neighborhood)
✓ iService APP	✓ Foreman symposium,	✓ Sustainable Supply	✓ Administrative Measures	✓ Dedicated contact
✓ Employee feedback mailbox	employee symposium	Chain Forums	for Consultation,	channels for
✓ club activities	✓ Occupational Safety	✓ Quality anomaly	Communication and	community
✓ Manage policy and business process communication	and Health Committee meeting	tracking review meeting	Consultation	relations
✓ Employee Welfare Committee	✓ Employee training and activity needs survey	✓ Production and Marketing Meeting (Manufacturer Communication Review Meeting)	✓ Internal and external consultation, communication and negotiation control form	✓ Dedicated staff take the initiative to support community activities and interviews, such as New Year's visits
✓ Labor-management meetings	✓ Employee satisfaction and engagement survey	✓ Supplier questionnaire survey (management/conflict minerals/human rights protection)	✓ Agree to organize safety and health meetings	
✓ Two-way talks between grassroots employees and senior executives	✓ Employee care meeting		✓ Annual occupational safety and health training	
	✓ Associate level meeting		✓ Annual factory entry qualification training	
	✓ Training (off-the-job		✓ Contractor exchange meeting	
			✓ Irregular certification	

	training, on-the-job training and self- development)		training	
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