

Inventec Corporation Artificial Intelligence Policy

(Originally Adopted on May 12, 2026)

Article 1 Scope

This Policy applies to Inventec Corporation and all its subsidiaries.

Article 2 Legal Compliance and Responsible Use

The Company's artificial intelligence-related activities shall comply with all applicable laws and regulations, regulatory requirements, customer contractual obligations, industry standards, and internal policies. Appropriate review, authorization, and management measures shall be implemented based on the level of risk.

The Company shall not support, develop, deploy, or use artificial intelligence for any activities that may:

- infringe upon human rights,
- violate ethical principles,
- result in unjustified discrimination,
- involve improper manipulation,
- lead to the misuse or unlawful processing of personal data,
- constitute illegal surveillance, or
- otherwise, conflict with the Company's governance principles and legal compliance requirements.

Article 3 Data Protection, Privacy, and Confidentiality

The Company shall ensure the protection of personal data, customer data, trade secrets, research and development results, intellectual property, and other sensitive information throughout the entire lifecycle of artificial intelligence.

Such protection shall be implemented in alignment with the Company's established

data protection frameworks, trade secret protection mechanisms, and privacy policies.

The Company shall establish and implement appropriate data governance measures, including data classification and categorization, access control, data minimization, purpose limitation, retention and deletion management, and legality review of third-party data sources, to ensure that the processing of personal information and business secrets complies with applicable security requirements and effectively prevents unauthorized data access, disclosure, or leakage.

The use of artificial intelligence shall not reduce or compromise the Company's existing standards for data protection, information confidentiality, and trade secret protection.

Article 4 Information Security and Resilience

The Company shall establish and continuously enhance information security and resilience management measures for artificial intelligence-related systems, data, models, platforms, and integrated environments.

Appropriate reliability and security controls shall be implemented to proactively prevent unauthorized access, data leakage or tampering, model misuse, malicious attacks (including prompt injection and adversarial attacks), erroneous outputs, system failures, and supply chain risks. These measures shall ensure the stable operation of systems and prevent unintended harm.

For high-risk or critical artificial intelligence applications, the Company shall implement appropriate mechanisms based on the level of impact, including testing, validation, monitoring, incident reporting, response, and continuous improvement, to ensure reliability, security, and availability.

Article 5 Fairness, Human-Centricity, and Non-Discrimination

The Company shall adopt a human-centric approach in the development and use of artificial intelligence, embedding core values of human rights, equality, diversity, and inclusion.

The Company shall carefully assess potential risks of bias, discrimination, or unfair impact arising from data sources, model design, training processes, and use scenarios.

In data processing and algorithm design, the Company shall proactively identify and mitigate negative biases to ensure that all groups receive fair and equitable user experiences.

For artificial intelligence applications that involve the rights and interests of employees, job applicants, customers, suppliers, or other stakeholders, the Company shall implement appropriate measures to identify, assess, and mitigate potential risks of unfairness.

Article 6 Transparency, Identifiability, and Human Oversight

The Company is committed to enhancing the transparency and explainability of artificial intelligence systems. Based on the nature, purpose, and level of risk of such systems, the Company shall implement appropriate measures to ensure transparency and comprehensibility, enabling relevant users to reasonably identify whether content is generated or assisted by artificial intelligence, and to understand its primary purposes, limitations, and potential impacts.

The Company shall ensure that critical decision-making processes incorporate human-in-the-loop mechanisms and maintain transparent data processing workflows.

For significant, sensitive, or high-risk artificial intelligence applications, the Company shall establish appropriate mechanisms, including human oversight, human review, exception handling, operational suspension, and escalation procedures, to prevent fully automated decision-making without appropriate supervision.

Article 7 Accountability and Governance

The Company shall establish a clear decision-making and governance framework for artificial intelligence, subject to oversight by management to ensure appropriate control over its application. Roles and responsibilities, approval authorities, review procedures, usage guidelines, exception management, record retention requirements, internal controls, and audit and traceability requirements shall be clearly defined.

The Company shall prioritize corporate sustainability, social responsibility, and ethical principles, and shall strictly prohibit any activities that infringe upon human rights or

involve the misuse of technology. The development and use of artificial intelligence shall be aligned with the Company's governance objectives and shall remain both manageable and traceable.

The Company shall also establish appropriate procedures for reporting, investigating, remediating, and holding accountable any errors, anomalies, disputes, risk events, or adverse impacts arising from the use of artificial intelligence.

Article 8 Sustainability and Social Responsibility

The Company, in promoting the development and use of artificial intelligence, shall not only emphasize innovation and efficiency but also take into account its environmental, social, and governance impacts. The Company shall carefully assess the potential effects of artificial intelligence on energy consumption, resource utilization, stakeholder interests, social trust, and the Company's sustainable operations.

The Company shall also encourage the use of artificial intelligence to enhance operational efficiency, product quality, cybersecurity protection, risk management, and sustainability performance, provided that such use complies with applicable laws and regulations, information security requirements, data protection standards, and ethical principles.

Article 9 Supplementary Provisions

This Policy was originally adopted on May 12, 2026 (ROC Year 115) and shall become effective upon approval by the Board of Directors. Any amendments to this Policy shall follow the same approval procedure.