

Inventec Corporation

Non-Discrimination and Anti-Harassment Policy

Inventec Corporation (hereinafter referred to as “Inventec” or “the Company”) is committed to creating a workplace value and a working environment with fairness and diversity, and adopts the principle of “zero-tolerance” for any form of discrimination and harassments to protect all employees’ fairness, self-respect and safety needs. To this end, Inventec formulated the “Non-Discrimination and Anti-Harassments Policy” (hereinafter referred to as “the Policy”), which applies not only to the Company’s direct business activities, but also to relevant stakeholders, including employees, clients, suppliers, contractors and subsidiaries.

Article 1 Prohibition of discrimination

Inventec adopts the principle of zero tolerance to any form of discrimination, and strictly adheres to fair treatment and equal employment opportunities. It is prohibited to discriminate or treat differently against employees in recruitment, staffing, salary, training, promotion, bonus and penalty, dismissal, resource allocation, etc. based on geography, race, ethnicity or background, social class, ancestry, religion, physical disabilities, gender, sexual orientation, gender identity and expression, pregnancy, marital status, union membership, appearance, age, group member identity, or any other status protected by the law, or thereby affect their rights.

Article 2 Prohibition of harassment

The Company committed to providing a workplace free from harassment and prohibits harassment, including but not limited to the following forms:

1. Sexual harassment:

This refers to sexual or gender related behavior violating another person’s will with the following situations:

- 1.1 Impair another person’s dignity and personality, or create a situation that causes another person to feel scared, hostile or offensive, or improperly affect another person’s work, education, training, services, plans, activities or routine life, expressly or implicitly, by discriminatory or insulting language and conduct, or in any other manners.
- 1.2 Allow oneself or another person to provoke, lose or impair the interest and right related to learning, work, training, service, plan and activity on condition that another obeys or reject the behavior.

2. Stalking harassment

This refers to any of the following behaviors through the use of persons, vehicles, tools, equipment, electronic communications measures, the Internet, or any other methods to repeatedly or continue to exert anything sexual or gender-related towards a specific person against his/her will, which intimidates such specific person and sufficiently affects his/her daily life or social activities:

- 2.1 Monitoring, observing, tracking or learning the whereabouts of the specific person.
- 2.2 Approaching the specific person's residence, place of accommodation, school, workplace, frequent-visited places by shadowing, awaiting, tailing or any other similar methods.
- 2.3 Warning, threatening, mocking, insulting, discriminating, detesting, disparaging or using other similar words or actions against the specific person.
- 2.4 Interfering with the specific person by telephone, fax, electronic communication measures, the Internet, or other equipment.
- 2.5 Asking for date, to maintain contact, or to pursue the specific person.
- 2.6 Sending, retaining, displaying, or broadcasting texts, pictures, audios, images, or any other objects to the specific person.
- 2.7 Notifying or presenting to the specific person with the information or objects that may be harmful to the specific person's reputation.
- 2.8 Misuse of the specific person's data or ordering goods or services on behalf of the specific person without consent.

3. Other harassment behavior:

This refers to insult, violence, threats, humiliating, bullying, intimidation, abuse and other harassment behaviors performed by individuals or groups in the form of physical, oral, psychological, etc.

Article 3 Management mechanism

1. Advocacy and training

Inventec continues to adopt various channels including internal announcements, posters and training sessions to advocate and convey to all employees regarding the concept of discrimination and harassment, precaution measures and coping methods, and the description of reporting and grievance mechanisms, in order to raise awareness and put emphasis toward this matter.

2. Reporting, filling complaints and whistleblower protection mechanism:

All Inventec employees shall abide by the Policy and the Company has

established formal reporting channels for this matter. If there is any violation, suspected violation or possible violation of the Policy, anyone can report or file complaints anonymously through various channels, and the internal dedicated unit or an entrusted third party will carry out in-depth inspections and investigations in accordance with relevant internal procedures of the Company. The whistleblower, complainant and the contents of the report will be confidential, and take appropriate protection measures in accordance with the law to protect the personal information and privacy of the whistleblower or complainant from unfair treatment or retaliation.

3. Correction, punishment and remedial measures:

If the investigation results of the case show that there are indeed violations of the Policy, the Company will correct it through tracking, assessment and supervision, and implement disciplinary or management measures effectively and appropriately to prevent similar behaviors from happening again. When necessary, the Company will issue adequate punishments and other sanctions to the perpetrators such as transfer, demotion, salary reduction, disciplinary action, or other handling methods according to the violations within the scope of laws and the Company's internal regulations. If the circumstances are serious, the perpetrators will be dismissed.

Besides, the company will not only provide appropriate counseling and caring measures, but also refer the complainant to external counseling or medical institutions for professional assistance when necessary, according to the physical and psychological state of the complainant.

4. Information disclosure:

The Company regularly discloses information such as the number of cases of discrimination and harassment complaints and corrective measures in the sustainability report and other channels.

Article 4 Grievance contacts

If there are any violations, suspected violations or possible violations of the Policy of Inventec's employees, anyone can report or file complaints through the following contacts. Including but not limited to the channels below:

1. Appeal hotline: (02) 2881-0721 ext. 21999
2. Appeal email: 21999@inventec.com

Article 5 Implementation and revision

The Policy is implemented after being approved by the chairman, and the same procedure applies for revision.

The Policy was formulated on August 1st, 2024.