



# 仁寶電腦工業股份有限公司 COMPAL ELECTRONICS, INC.

## Non-Discrimination and Anti-Harassment Policy

Compal Electronics Incorporation (hereinafter referred to as "the Company") is committed to the principle of "zero tolerance" for any form of discrimination and harassment to offer all employees a diverse, fair and safe in the workplace. To this end, the Company has formulated the "Non-Discrimination and Anti-Harassment Policy" (hereinafter referred to as "the Policy") to prevent, correct, deal with, punish and discipline appropriately any forms of discrimination and harassment.

Applicable to all employees of Compal Electronics Incorporation Content :

### **Article 1 Zero-tolerance for discrimination**

It is prohibited to discriminate against employees in hiring, training, salary, promotion, dismissal, resource allocation, etc., based on race, ethnicity or background, social class, ancestry, religion, physical disability, gender, sexual orientation, gender identity and expression, pregnancy, marital status, union membership, political affiliation, appearance, age or relationship with the union, or thereby affect their rights.

### **Article 2 Prohibition of harassment**

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

#### **1. Sexual harassment**

Sexual harassment referred to in the Act of Gender Equality in Employment shall mean one of the following two circumstances:

- 1) In the course of an employee executing his or her duties, any one makes a sexual request, uses verbal or physical conduct of a sexual nature or with an intent of gender discrimination, causes him or her a hostile, intimidating and offensive working environment leading to infringe on or interfere with his or her personal dignity, physical liberty or affects his or her job performance.



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- 2) An employer explicitly or implicitly makes a sexual request toward an employee or an applicant, uses verbal or physical conduct of a sexual nature or with an intent of gender discrimination as an exchange for the establishment, continuance, modification of a labor contract or as a condition to his or her placement, assignment, compensation, evaluation, promotion, demotion, award and discipline.

The determination of sexual harassment in the aforementioned Paragraph shall be based on the background of the incident, work environment, relationship between the parties, the actor's testimony and conduct, and the counterpart's perception.

### 2. Stalking and Harassment

The stalking and harassing behaviors specified in the Act of Stalking and Harassment Prevention refer 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 :

- 1) Monitoring, observing, tracking or learning the whereabouts of the specific person.
- 2) Approaching the specific person's residence, place of residence, school, workplace, frequently-visited places by stalking, keeping watch, tailing or any other similar methods.
- 3) Warning, threatening, mocking, insulting, discriminating, hateful, disparaging or using other similar words or actions against the specific person.
- 4) Interfering with the specific person by telephone, fax, electronic communication measures, the Internet, or other equipment.
- 5) Asking for date, to maintain contact, or to pursue the specific person.



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- 6) Sending, retaining, displaying, or broadcasting texts, pictures, audios, images, or any other items of the specific person.
- 7) Notifying or presenting information to the specific person or items that may be harmful to the specific person's reputation.
- 8) Misuse of the specific personal data or ordering goods or services for the specific person without his/her consent.

### **Article 3 Dissemination, education and training**

The Company continues to disseminate messages which are relevant to the Policy via e-mails, posters and online course to educate employees about the definition and concepts, reporting mechanism and filing complaints and processing.

### **Article 4 Reporting, filing complaints and processing**

The Company continues to disseminate messages which are relevant to the Policy via e-mails, posters and online course to educate employees about the definition and concepts, reporting mechanism and filing complaints and processing.

1. Any employees of the Company could report or file complaints through various channels. 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 complainant shall submit specific facts, relevant information and documents by name for reporting. Unless otherwise stipulated by law, the Company and the entrusted third party shall keep the content of the report confidential, provide the complainant assistances and take appropriate protection measures for him/her in order to prevent him/her from retaliation or unfair treatment.
2. Email for filing a complaint : [SH@compal.com](mailto:SH@compal.com)



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### **Article 5 Disciplinary action and remedial measures**

If the investigation results of the case show that there are indeed violations of the Policy, the Company will punish the perpetrators according to the violations within the scope of laws and regulations and the Company's internal measures to prevent similar behaviors from happening again. If the circumstances are serious, the perpetrators will be dismissed. Meanwhile, the Company will not only provide appropriate counseling and caring measures in accordance with the physical and psychological state of the complainant, but also refer the complainant to external counseling or medical institutions for professional assistance when necessary.

### **■ Supplementary Provisions**

Article 1 The Principles take effect after approval of the board of directors and also could be revised as the same approval.

Article 2 The Policy was adopted of BOD Meeting on August 13, 2024.