

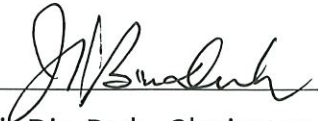


Statement on Preventing Unlawful Infringements in the Workplace

In order to protect all employees from suffering physical or mental abuse and mental illness in the course of performing their duties, the company hereby declares in writing that it will never tolerate workplace bullying by any of the company's managers. We will never tolerate illegal workplace infringement between our employees, customers, clients, strangers, and our employees.

1. Definition of unlawful assault in the workplace: Incidents in which workers are abused, threatened or attacked in work-related environments (including commuting), resulting in explicit or implicit challenges to their safety, well-being or health.
2. Types of illegal violations in the workplace:(1) Illegal physical infringement (such as beating, scratching, punching, kicking, etc.).(2) Illegal psychological infringement (such as threats, bullying, harassment, insults, etc.).(3) Illegal language infringement (such as bullying, intimidation, interference, discrimination, etc.).(4) Sexual harassment (such as inappropriate sexual hints and behaviors, etc.).(5) Stalking and harassment.
3. What should employees do if they encounter illegal violations in the workplace:(1) Seek advice and support from colleagues.(2) Communicate rationally with the perpetrator and express your feelings.(3) Think about your own shortcomings, ask your colleagues to honestly evaluate your personality and work performance, and identify problem areas.(4) Record the offender's behavior through audio recording or any method as much as possible as evidence.(5) File a complaint with the company.
4. All employees of the company have the responsibility to help ensure a working environment that is free from illegal violations in the workplace. Anyone who witnesses or hears of illegal violations in the workplace should immediately notify Human Resources Div. or email the complaints to impeach@primax.com.tw . After the complaint is made, a confidential investigation will be carried out. If the investigation is found to be true, punishment will be imposed.
5. The company absolutely prohibits any retaliation against complainants, reporters or those who assist in investigations. If so, they will be punished.
6. The company encourages colleagues to use the internal complaint handling mechanism to handle such disputes. However, if employees need additional assistance, the company will do its best to provide it.
7. Please consult HR Web for our company's plans related to illegal infringement in the workplace.

Dedicated email address for complaints: impeach@primax.com.tw


JiaBin Duh, Chairman
March. 2024