



Primax Electronics Ltd.

Statement on the Prevention of Unlawful Infringements in the Workplace

To ensure that all employees are free from physical or mental harm resulting in psychological or physical illness while performing their duties, our company hereby issues this written statement:

We adopt a zero-tolerance policy toward any acts of unlawful infringement in the workplace, whether committed by members of management, colleagues, customers, clients, care recipients, or strangers.

1. Definition of Unlawful Infringements in the Workplace:

Any incident in which a worker is subjected to verbal, written, physical, electronic, internet-based, or other forms of abuse, threats, attacks, or insults at the workplace, either explicitly or implicitly endangering their safety, well-being, or health.

2. Possible Forms of Unlawful Infringements in the Workplace:

- (1) Workplace violence
- (2) Workplace bullying
- (3) Sexual harassment
- (4) Employment discrimination

3. What to Do if You Experience Unlawful Infringements in the Workplace:

- (1) Seek advice and support from colleagues
- (2) Record the perpetrator's behavior using audio or any other available means as evidence
- (3) File a complaint with the company

4. All employees share the responsibility of maintaining a work environment free from unlawful infringements. Anyone who witnesses or becomes aware of such incidents should report them to the Human Resources Department or through the employee complaint hotline.

Upon receiving a complaint, the company will conduct a confidential investigation. If the complaint is substantiated, appropriate disciplinary actions will be taken.

Retaliation against complainants, whistleblowers, or individuals assisting in the investigation is strictly prohibited and will result in disciplinary measures.

5. If an employee perceives an immediate threat to life or physical safety while performing duties and chooses to stop work or retreat to a safe location, the company guarantees that no punitive actions will be taken.

6. While employees are encouraged to use the company's internal complaint mechanisms, the company will also make every effort to provide additional assistance if needed.

7. Channels for Unlawful Infringement Consultation and Reporting:

Report Hotline: 02-2798-1913

Designated Report Email: impeach@primax.com.tw

Chairman of Group:

Date of Signature:

Sep. 8. 2025