



## **Wiwynn Corporation Non-Discrimination and Anti-Harassment Policy**

Wiwynn Corporation (hereinafter referred to as "Wiwynn" or "the Company") is committed to maintaining diversity and safety in the workplace and adopts the principle of "zero tolerance" for any form of discrimination and harassment, in order to protect all employees' fairness, self-respect and safety needs. To this end, Wiwynn has formulated the "Non-Discrimination and Anti-Harassment Policy" (hereinafter referred to as "the Policy"), which not only applies to the Company's direct business activities, products, and services, but also applies to stakeholders in the value chain, including employees, customers, suppliers, partners, and joint ventures.

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

Wiwynn attaches great importance to the value of diversity and inclusion in the workplace, and strictly adheres to the principles of fair treatment and equal employment opportunities. It is prohibited to discriminate against employees in hiring, salary, training, promotion, dismissal, resource allocation, etc., based on geography, 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**

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

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

According to the "Sexual Harassment Prevention Act", excluding sexual assault crimes, the so-called sexual harassment refers to the sexual or gender-related behavior violating another person's will with the following situations:

- 1.1 If a person's obedience to or rejection of another's sexual advances become a condition of obtaining, losing, or reducing their rights and interests in work, education, training, services, plans or activities.
- 1.2 If texts, pictures, audios, images, or other objects are displayed or broadcasted, or if languages and behaviors of discrimination and insults are used, or other methods are adopted. For such reasons, the other person's dignity or character is impaired, or another person feels scared, disliked with hostility, or offended, or another persons' work, education, training, services, plans, activities or other normal lives are improperly influenced.

#### **2. Stalking harassment:**

According to the "Stalking and Harassment Prevention Act", the stalking and harassing behaviors refer to any of the following behaviors using persons, vehicles, tools, equipment, electronic communications measures, the Internet, or any other methods. And those behaviors are conducted repeatedly or continually to exert anything sexual or gender-related towards a specific person against his/her will and intimidates him/her 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 residence, school, workplace, frequently 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 behaviors:
- 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, education, and training:

Wiwynn continues to adopt various opportunities and methods to transmit messages, such as meetings, e-mails, or internal documents, to publicize and communicate the Policy to employees, and continues to promote relevant education and training activities. The content of education and training includes explaining the concept of discrimination and harassment, preventive measures against discrimination and harassment, coping methods for discrimination and harassment in the workplace, including the description of reporting and grievance mechanisms, as well as the Company's case handling procedures and measures.
2. Reporting, filing complaints and whistleblower protection mechanism:

All Wiwynn employees shall abide by the Policy. If there is any violation, suspected violation or possible violation of the Policy, anyone can report or file complaints 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 or complainant can submit specific facts, relevant information, and documents by name or anonymously for reporting. Unless otherwise stipulated by law, Wiwynn and the third party entrusted to investigate the reported matter will keep the whistleblower or complainant and the content of the report confidential and take appropriate protection 3 measures in accordance with the law to protect the personal information and privacy of the whistleblower or complainant, in order to prevent the



whistleblower or complainant from retaliation or unfair treatment.

3. Correction, punishment, and remedial measures:

If the investigation results of the case show that there are indeed violations of the Policy, Wiwynn 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, Wiwynn will issue warnings, punishments and other sanctions to the perpetrators according to the violations within the scope of laws and regulations and the Company's internal measures. If the circumstances are serious, the perpetrators will be dismissed. According to the physical and psychological state of the complainant, Wiwynn 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.

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 Wiwynn employees have any violations, suspected violations or possible violations of the Policy, anyone can report or file complaints through the following contacts:

1. Adm & HR appeal hotline: +886 2 6615-8888#7522
2. Adm & HR appeal email: [ethic@wiwynn.com](mailto:ethic@wiwynn.com)

**Article 5 Implementation and revision**

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

The Policy was formulated and announced on July 1st, 2023