

Primax Electronics Ltd.

Statement on the Prevention of Unlawful Infringement in the Workplace and Announcement of Reporting Channels

To ensure that all employees are protected from physical or psychological harm 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. The Company will not tolerate such conduct by members of management or supervisors at any level, nor will it tolerate unlawful infringements committed against employees by co-workers, customers, clients, care recipients, or any third parties.

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, sexual harassment, stalking and harassment, or employment discrimination.
- (2) Potential unlawful infringements committed by external third parties (please refer to Appendix 6 of the Guidelines).

3. What Employees Should Do if They 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 through the Company's complaint mechanism.

4. All employees share the responsibility of maintaining a workplace free from unlawful infringements. Anyone who witnesses or becomes aware of such incidents may report them to the Human Resources Department or through the Company's employee complaint reporting system.

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

The Company strictly prohibits any form of retaliation against complainants, reporters, or individuals assisting in an investigation. Any retaliatory conduct will result in disciplinary action.

- 5. If an employee reasonably believes that continuing to perform work presents an imminent risk to their life or physical safety and therefore suspends work or retreats to a safe location, the Company will not impose any adverse disciplinary action against the employee.
- 6. Employees are encouraged to make use of the Company's internal complaint procedures to resolve such disputes. Should additional assistance be required, the Company will make every reasonable effort to provide appropriate support.

Consultation and Complaint Channels for Unlawful Infringements in the Workplace:

- A. Dedicated Complaint E-mail: impeach@primax.com.tw
- B. Complaint Reporting System

Chairman of Group:  Date of Signature: 2026.9.1