

Workplace Diversity or Promotion of Gender Equality Policies

Gender Equality and Diversity

The professional management team of CHIEFTEK PRECISION Co., Ltd. upholds the spirit of integrity and honesty, committed to providing employees with a diverse, inclusive, friendly, and safe working environment. The goal is to create equal growth and development opportunities for every colleague at XYZ, fostering a sense of belonging within the company. °

Currently, the company employs 7 individuals with disabilities (actually employing 5 individuals). In accordance with the regulations on the employment of individuals with severe or profound disabilities, each person employed is counted as two, totaling the quota specified by the 'People with Disabilities Rights Protection Act.' In addition to meeting the statutory quota, the company has exceeded the quota by employing an additional 5 workers with disabilities. °

Gender Diversity Index

Indicator	Percentage
Percentage of Female Employees in the Total Workforce (%)	27.33%
Percentage of Female Employees in All Managerial Positions (%)	22.22%
Percentage of Female Employees in Frontline Managerial Positions (%)	10.00%
Percentage of Female Employees in Senior Management Positions (%)	57.14%

Other Diversity Metrics

Category		Percentage of Total Employees
Individuals with Disabilities		1.55%
All Employees	Grouped by Age : <30 Years old	11.80%
	Grouped by Age : 30~50Years old	77.02%
	Grouped by Age : >50Years old	11.18%
	Total	100.00%

Salary Equality

The company has a 'Compensation Committee' that regularly reviews and ensures the competitiveness of the company's compensation policies. It provides feedback on corporate performance to employees through a transparent and fair performance and technical rating mechanism. When hiring talents, the company adheres to fair and consistent salary determination standards. For the same position, the salary treatment for entry-level, inexperienced personnel is the same. For those with relevant work experience, salaries are determined based on their education, relevant professional knowledge, certifications, and other factors. Additionally, the company provides equal training and promotion opportunities for all employees, regardless of their background, gender, or educational experience.

Workplace Gender Equality and Prevention of Sexual Harassment Policy



Measures to Prevent Sexual Harassment

The company prohibits employers, employer's family members, and employer's agents from engaging in the following behaviors towards its colleagues, job applicants, customers, or suppliers, or among colleagues:

Explicit or implicit sexual requests, the use of language or behavior with sexual connotations or gender discrimination, as conditions for the establishment, continuation, modification of labor contracts, or as conditions for the exchange of distribution, assignment, compensation, performance appraisal, promotion, demotion, or rewards and penalties for colleagues, employees, and the aforementioned individuals.

Any person (including customers or third parties) using sexual requests, language, or behavior with sexual connotations or gender discrimination when colleagues or the aforementioned individuals are performing their duties, causing a hostile, coercive, or offensive work environment for her (him), violating or interfering with her (or his) personal dignity, freedom, or affecting her (or his) job performance.

The above behaviors include language or actions with sexual connotations, sexual innuendos, and related to sex (or sexual characteristics); displaying images, texts, and visual materials with sexual connotations or seduction, as well as inappropriate physical contact.

Sexual Harassment Complaint Channels:

The company has established dedicated phone lines, fax, dedicated mailboxes, or email addresses to handle sexual harassment complaints and to maintain gender equality in the workplace.

Phone: (06) 505-5858

#121, #122 - Human Resources Department

#119 - Audit Department

#243 - Safety Department

Fax: (06) 505-5959

Email: Human Resources Department - hr@mail.chieftek.com

Audit Department - audit01@mail.chieftek.com

For internal announcements, contact department heads, or use the dedicated

mailbox for the Safety Department.

Disciplinary Actions

For proven cases of sexual harassment, the company may, depending on the severity, take measures such as transfer, demotion, salary reduction, disciplinary actions, or other appropriate actions against the employer or employees in accordance with relevant rules. In cases involving criminal liability, the company shall assist the complainant in filing a complaint or report.

For cases where sexual harassment allegations are proven to be false, the company may, depending on the severity, take disciplinary action against the complainant in accordance with work rules or relevant regulations.

1. Warning Penalty

A warning may be issued for any of the following verified circumstances: :

- 1、Inappropriate behavior, speech, or attitude towards colleagues or other mentioned personnel, especially after being warned.
- 2、Repeated misbehavior despite repeated admonitions.
- 3、Minor violations of safety and health regulations.
- 4、Acts of sexual harassment or sexual assault towards colleagues or clients in the workplace that are relatively minor.
- 5、Other minor violations of company regulations

2. Minor Infraction Penalty

A minor infraction may be recorded for any of the following verified circumstances:

- 1、Acts of sexual harassment or sexual assault towards colleagues or other mentioned personnel in the workplace that are more serious.
- 2、Malicious slander or false accusations or perjury causing trouble towards colleagues.
- 3、Other serious violations of regulations.
- 4、Recommitting the same offense after being warned.

3. Major Infraction Penalty

A major infraction may be recorded for any of the following verified circumstances:

- 1、Violations of relevant safety regulations causing significant loss to the company.
- 2、Serious acts of sexual harassment or sexual assault towards colleagues

or other mentioned personnel in the workplace, disrupting the company's normal order.

- 3、Violent behavior, destruction of public property, or disturbance of the company's order.
- 4、Violation of various company rules and orders that are serious enough to warrant disciplinary action.

4. Complaint Handling System

Employees have an obligation to report to the management any suspected incidents involving illegal activities (including corruption), unethical behavior, harassment, harm, or violations of the employee code of conduct.

The complaint procedure is as follows: If violations of government regulations or fraudulent activities are discovered, employees should report them by email or in writing to the manager, internal auditors, or the designated complaint channel. Upon receiving the complaint, the relevant department should report to the CEO and the Chairman, and in case of severe violations, a report should be submitted to the Board of Directors.

The company will provide comprehensive protection measures for whistleblowers to ensure the quality of investigations and prevent unfair retaliation or treatment against them.

5. Supplementary Provisions

In the event of legal amendments, matters not covered herein, or issues related to other rights and obligations of employees, the company reserves the right to make revisions based on actual needs, in accordance with relevant legal provisions and amendments.