

Advantech Co., Ltd. Anti-Discrimination and Anti-Harassment Policies

Approved in 2022

Advantech Co., Ltd. and its affiliates (hereinafter collectively referred to as "Advantech") are committed to creating a harmonious and inclusive working environment and to eliminating any form of discrimination or harassment, while creating an equal, safe, and friendly workplace that allows colleagues to work with peace of mind and takes full advantage of their expertise.

Accordingly, Advantech has drawn up the following Anti-Discrimination and Anti-Harassment Policies ("the Policies"). We hope that all colleagues fully understand the Company's responsibilities and our determination in respect to these Policies and implement them accordingly.

We promise that all Advantech colleagues will be treated with respect, fairness, reasonableness, and professionalism. The Company also pays attention to the individual differences of each colleague's unique talents, background, and values. All colleagues shall be free from any form of discrimination and harassment to ensure that all Advantech members can use their personal expertise and their maximum potential with peace of mind while maintaining their physical and mental health.

- **Anti-discrimination:** Advantech does not tolerate any form of illegal discrimination. Discrimination includes discrimination, harassment, or unequal treatment based on place of birth, race, skin color, age, gender, sexual orientation, gender identity and expression, race, class, nationality, disability, medical history, religious belief, political affiliation, and any other condition protected by applicable law.
- **Anti-harassment:** Advantech is committed to providing a workplace free from harassment and have adopted a zero-tolerance policy for any form of workplace harassment.
Harassment is when someone engages in conduct in the workplace that causes or may cause alarm or distress to others. Such conduct may violate another's dignity or create an unfavorable work environment for the victim. Harassment comes in various forms. Behavior that is considered harassment includes, but is not limited to:
 - Threatening or intimidating behavior
 - Humiliating or demeaning others
 - Abusive/insulting language, comments, or other non-verbal body gestures
 - Bullying or cyberbullying
 - Physical contact, such as aggression or malicious touching or stalking behavior
- **Sexual harassment prevention:** In order to maintain an equal and respectful gender-harmonious working environment, Advantech has established relevant handling procedures for sexual harassment prevention. Sexual harassment

constitutes sexual or gender-related conduct against another person against their will. For details, please refer to the [Guidelines for Handling Complaint and Punishment of Workplace Sexual Harassment](#).

- **Implementation and Handling Procedures:**

In addition to announcing this policy internally, Advantech also regularly organizes anti-discrimination and anti-harassment education and training, so that employees can understand the requirements for anti-discrimination and anti-harassment in the workplace, and how to protect their own rights to ensure the implementation of this policy.

In order to eliminate discrimination and harassment in the workplace, Advantech has established channels for reporting and complaints:

Complaint hotline: 02-77323399 #7295

Complaint email: Ellen.liu@advantech.com.tw

All Advantech colleagues can raise issues of discrimination and harassment in the workplace through these channels and freely express their comments and opinions. Advantech will maintain confidentiality in respect to the whistleblower or complainant and to the content of the report, and take appropriate protective measures according to law to protect the personal information and privacy of the whistleblower or the complainant to avoid unfair retaliation, disciplinary action, or disadvantageous action. Advantech will take seriously any issues of discrimination and harassment reported by members, and shall enable effective solutions for such issues.