

## Non-Discrimination and Anti-Harassment Commitments

### Vision

SinoPac Holdings dedicates to providing a diverse and inclusive workplace where everyone is treated with fairness and respect. We do not condone discrimination and prohibit any harassment.

### Mission

- Ensuring employees can be treated with due respect and fair treatment in the workplace.
- Shaping friendly workplace and zero-tolerance for discrimination or harassment.
- Optimizing management system and promoting internal trainings; providing unblocked grievance channels and effective remediation measures.

### Commitments

- ✓ Actively promoting and executing the prohibition of discrimination, harassment and illegal infringement. Zero-tolerance policy is applied to all operational activities and external releases.
- ✓ Setting up dedicated personnel responsible for training plans for all employees; providing education and training to enhance employees' awareness regarding the friendly workplace.
- ✓ Establishing a credible escalation process and investigation mechanism to ensure that any reporting incidents would be accepted in a timely and fair manner.
- ✓ If any type of discrimination or harassment is confirmed when investigation, corrective or disciplinary actions will be conducted, and necessary assistance will be provided to the injured parties.
- ✓ Disclosing the number of incidents periodically and keeping tracking to ensure disciplinary actions or remediation measures are effectively implemented.

President

*Stanley CHU*

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