

Workplace Diversity and Gender Equality Policies

Gender Equality and Diversity

The professional management team of Chieftek Precision Co., Ltd. upholds the principles of integrity and honesty, and is committed to providing employees with a diverse, inclusive, friendly, and safe working environment. The Company aims to ensure equal opportunities for growth and development for all employees and to foster a strong sense of belonging within the organization.

The Company currently employs seven employees with disabilities. In accordance with applicable regulations, five individuals are actually employed, and employees with severe disabilities are counted as two persons per individual. In addition to meeting the statutory employment quota requirements under the People with Disabilities Rights Protection Act, the Company has exceeded the required quota by employing two additional persons with disabilities.

Female Diversity Indicators

Indicator	Percentage (%)
Percentage of Female Employees (%)	26.9%
Percentage of Female Managers (%)	23.0%
Percentage of Female First-Line Managers (%)	21.6%
Percentage of Female Senior Executives (%)	62.5%

Other Diversity Indicators

Category		Percentage of Total Employees
Persons with Disabilities		2.2%
All Employees	By Age Group: < 30	10.6%
	By Age Group: 30–50	77.2%
	By Age Group: > 50	12.2%
	Total	100.00%

Pay Equity

The Company has established a Remuneration Committee to regularly review and ensure that its remuneration policies remain competitive. Through transparent and fair performance and technical evaluation mechanisms, the Company shares its operational performance with employees.

When recruiting talent, the Company adheres to fair and consistent salary determination standards. For the same job category, entry-level employees without prior experience receive the same salary package. For candidates with relevant work experience, salaries are determined based on their education, professional experience, relevant expertise, and certifications. In addition, the Company provides equal training and promotion opportunities to all employees, without discrimination based on background, gender, educational attainment, or work experience.

Workplace Gender Equality and Sexual Harassment Prevention Policy



I. Measures for the Prevention of Sexual Harassment

The Company strictly prohibits any of the following conduct by the employer, members of the employer's family, or the employer's agents toward employees, job applicants, customers, suppliers, or among employees themselves:

1. Sexual demands or gender-discriminatory conduct as employment conditions

Making explicit or implicit sexual advances, sexually suggestive remarks or behaviors, or gender-discriminatory statements or actions toward employees or the aforementioned persons as a condition for the establishment, continuation, or modification of an employment relationship, or as a condition for job assignment, placement, compensation, performance evaluation, promotion, demotion, transfer, rewards, or disciplinary actions.

2. Creation of a hostile work environment

Any person (including customers or third parties) who, during the performance of duties by employees or the aforementioned persons, makes sexual demands or uses sexually suggestive or gender-discriminatory language or behavior that creates a hostile, intimidating, or offensive work environment, thereby infringing upon or interfering with an individual's personal dignity, personal freedom, or work performance.

The above behaviors include, but are not limited to, sexually suggestive or explicit language or gestures, displays of sexually suggestive or provocative images, text, or visual materials, as well as inappropriate physical contact.

II. Sexual Harassment Complaint Channels

To safeguard gender equality in the workplace, the Company has established dedicated channels for handling sexual harassment complaints, including a hotline, fax, designated mailboxes, and email addresses:

- **Telephone: (06) 505-5858**

Ext. #121, #122 – Human Resources Department

Ext. #111 – Audit Office

Ext. #243 – Occupational Safety Department

- **Fax: (06) 505-5959**

- **Email:**

Human Resources Department: hr@mail.chieftek.com

Audit Office: audit01@mail.chieftek.com

Or designated internal mailboxes announced by department supervisors or the Occupational Safety Department

III. Disciplinary Actions

If an act of sexual harassment is confirmed through investigation, the Company may, depending on the severity of the circumstances, impose disciplinary measures on the employer or employee in accordance with the Work Rules and other relevant regulations, including transfer, demotion, salary reduction, disciplinary action, or other appropriate measures.

Where criminal liability is involved, the Company shall assist the complainant in filing a criminal complaint or report.

If an allegation of sexual harassment is verified to be malicious or false, the Company may, depending on the severity of the circumstances, impose disciplinary action on the complainant in accordance with the Work Rules or handle the matter pursuant to applicable laws and regulations.

(1) Reprimand

Any of the following circumstances, once verified, may result in one reprimand:

1. Improper conduct, language, or attitude toward colleagues or the aforementioned persons, after having been warned.
2. Improper behavior with repeated admonitions and failure to correct such behavior.
3. Minor violations of occupational safety and health regulations.
4. Acts of sexual harassment or sexual assault toward colleagues or customers in the workplace, where the circumstances are relatively minor.
5. Other violations of Company regulations of a minor nature.

(2) Minor Demerit

Any of the following circumstances, once verified, may result in one minor demerit:

1. Acts of sexual harassment or sexual assault toward colleagues or the aforementioned persons in the workplace, where the circumstances are more serious.
2. Malicious attacks against colleagues, or making false accusations or perjury to create disputes.
3. Other violations of Company regulations of a more serious nature.
4. Repetition of the same offense after having already received a reprimand for the same incident.

(3) Major Demerit

Any of the following circumstances, once verified, may result in one major demerit:

1. Violations of relevant safety regulations resulting in significant losses to the Company.

2. Serious acts of sexual harassment or sexual assault toward colleagues or the aforementioned persons in the workplace, disrupting the Company's normal operations.
3. Violent behavior, damage to public property, or acts that disrupt Company order.
4. Serious violations of Company rules and orders warranting disciplinary action.

IV. Complaint Handling Mechanism

Employees who discover or become aware of illegal acts (including corruption), unethical behavior, sexual harassment, personal injury, or suspected violations of the Employee Code of Conduct have a duty to report such matters to management.

The complaint procedure is as follows:

If any violations of government laws or regulations or acts of fraud are discovered, reports shall be submitted by email or in writing to managers, internal audit personnel, or the designated complaint channels mentioned above. Upon receipt of a report, the relevant personnel shall submit the matter to the President and the Chairperson for instructions. In cases involving serious violations, the matter shall be reported to the Board of Directors.

The Company shall provide comprehensive protection measures to whistleblowers to ensure the quality of investigations and to prevent whistleblowers from suffering retaliation, unfair treatment, or disadvantage.

V. Supplementary Provisions

In the event of amendments to laws and regulations, matters not fully addressed herein, or issues involving other rights and obligations of employees, the Company may revise and implement these rules as necessary in accordance with applicable laws and regulations.