KWANTEX®
KWANTEX RESEARCH INC.
No. 7, Lane 376, Zong-Zeng Rd., Kwanmiao Dist., Tainan City 718012, Taiwan
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Statement on the Prohibition of Unlawful Workplace Harassment

To ensure that all employees are protected from unlawful physical or mental harassment which could lead to physical or psychological illness while performing their professional duties, Kwantex Research Inc. (hereinafter referred to as "the Company") hereby issues this formal written statement. The Company maintains a zero-tolerance policy toward any form of unlawful workplace harassment, whether committed by members of the Company's management, fellow employees, or external parties including vendors, clients, stakeholders, or strangers against any of the Company's employees.

1. Definition of Unlawful Workplace Harassment:
   Incidents in which an employee, while in the workplace, is subjected to verbal abuse, threats, physical attacks, insults, or similar conduct delivered via speech, writing, physical actions, electronic communications, the internet, or other means that poses an explicit or implicit challenge to the employee's safety, well-being, or health.

2. Types of unlawful harassment that may occur in the workplace:
   (1) Workplace violence
   (2) Workplace bullying
   (3) Sexual harassment
   (4) Employment discrimination
   (5) Stalking and Harassment

3. What to do if employee experience unlawful harassment in the workplace:
   (1) Seek advice and support from colleagues
   (2) Communicate rationally with the perpetrator to express how their actions affect employee
   (3) Document the perpetrator's behavior, for example, by making audio recordings or using other methods to serve as evidence
   (4) File a formal complaint with the company

4. All employees share the responsibility of helping to ensure a work environment free from unlawful harassment. Anyone who witnesses or hears about an incident of workplace harassment should immediately notify the Company's management or call the designated complaint hotline. Upon receiving a complaint, the Company will conduct an investigation with strict confidentiality; if the allegations are substantiated, disciplinary action will be taken.

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5. The Company strictly prohibits any form of retaliation against individuals who file complaints, report incidents, or assist in investigations. Any such retaliatory behavior will be subject to disciplinary action.

6. The Company shall not impose any adverse disciplinary action against employees who, in the course of performing their duties, cease operations or retreat to a safe location due to a perceived risk of physical harm or danger to their lives.

7. The Company encourages employees to utilize the established internal complaint mechanism to address such disputes; however, should an employee requires additional support, the Company will make every effort to provide such assistance.

8. Channels for consultation and filing complaint regarding unlawful workplace harassment:

   * Telephone: +886-6-595-6111 #240 Nancy Chen / Administration Department
   * Email: nancy@kwantex.com
   * Complaint box: Lavatory in A area at headquarter, mold room at Kwanmiao factory, laundry drying room at Vietnamese staff dormitory, prayer room at Indonesian staff dormitory

President: 

Date: Sept. 3, 2026