



東方風能科技股份有限公司

Anti-Discrimination and Anti-Harassment Regulations

Guideline Statement:

Dong Fang Offshore Co., Ltd. ("Dong Fang Offshore" or the "Company") is committed to fostering a harmonious work environment free from illegal discrimination and harassment. We believe in treating everyone with respect and kindness. In our workplace, everyone should feel safe to perform and excel without fear of discrimination or any form of violent treatment, receiving the respect and fair treatment they deserve, with equal opportunities for all colleagues. The Company adopts a zero-tolerance policy towards any harassment or discrimination, as these can impact individuals, groups, or even the organization as a whole. We maintain open channels for grievances, allowing both internal employees and external individuals to file complaints whenever issues arise.

Anti-Discrimination:

We unequivocally prohibit any form of illegal discrimination, including unfair treatment or harassment based on factors such as race, gender, religion, age, political affiliation, or any other condition protected under applicable laws.

Anti-Harassment:

We prohibit any form of harassment. Harassment is defined as behaviors that cause someone to feel frightened, threatened, or disturbed, potentially violating their dignity or creating an adverse work environment. Harassment can take various forms, including but not limited to:

- Threatening or intimidating actions
- Insulting, demeaning, or bullying behavior
- Abusive, derogatory language, remarks, or non-verbal gestures
- Unwanted physical contact such as assault, inappropriate touching, or persistent harassment

Sexual Harassment Prevention: Dong Fang Offshore has established definitions and procedures for preventing sexual harassment to create a respectful and equal gender work environment:

- Written statement prohibiting sexual harassment by Dong Fang Offshore Co., Ltd.

Reporting and Investigation

Reports of misconduct can be made through the following channels, managed by Dong Fang Offshore's Administration Department:

Phone: 0953-526-329

Email: hr@dfo.com.tw

Upon receiving a report or complaint of misconduct, Dong Fang Offshore will carefully review and may investigate the matter. If a violation is deemed to be true, appropriate measures will be taken to rectify the situation, and disciplinary actions will be imposed on those found in violation; Dong Fang Offshore strictly prohibits any retaliatory actions against the complainant.

Due to the sensitive nature of such cases involving personal privacy and confidentiality, all records of complaints and investigations are kept confidential, and no details about the individuals involved or the disciplinary actions will be disclosed, although some de-identified information may be shared during routine employee conduct training.

These Regulations shall be officially announced and implemented upon approval by the CEO; the same procedures shall apply to any subsequent amendments.

Polin Chen

Chief Executive Officer

01.2024

