XALLOY 創鉅先進材料股份有限公司
XALLOY Advanced Materials Corporation

Written Declaration on the Prevention of Unlawful Workplace Infringement

To protect all employees from physical or psychological harm caused by unlawful infringement during the course of their duties, XALLOY hereby formally declares that it will not tolerate any unlawful workplace infringement by management personnel, nor will it tolerate such conduct between employees, or by customers, clients, care recipients, or strangers toward any employee of this company.

A. **Definition of Unlawful Workplace Infringement**:
   Any incident in which a worker, while at the workplace, is subjected to verbal abuse, threats, physical assault, insults, or other harmful acts by another person through speech, writing, physical gestures, electronic communications, the internet, or any other means, which explicitly or implicitly challenges their safety, wellbeing, or health.

B. **Forms of Unlawful Workplace Infringement**：
   i. Workplace Violence, Stalking, Sexual Harassment and Employment Discrimination.
   ii. Types of conduct that may give rise to unlawful infringement in the workplace by external third parties.

C. **What Employees Should Do When Facing Unlawful Workplace Infringement**：
   i. Seek advice and support from colleagues.
   ii. Document the offender's behavior through audio recording or any other available means as evidence.
   iii. File a complaint with the company.

D. All employees of XALLOY are responsible for helping ensure a workplace free from unlawful infringement. Anyone who witnesses or becomes aware of such an incident may notify the company's Human Resources Department or use the employee complaint channel. Upon receiving a complaint, the company will conduct a confidential investigation. If the allegations are substantiated, disciplinary action will be taken. The company strictly prohibits any form of retaliation against complainants, reporters, or those who assist in investigations; violations will result in disciplinary action.

E. XALLOY will never impose any adverse disciplinary measures against an employee who, in the course of their duties, independently ceases work or withdraws to a safe location due to a reasonable belief that their physical safety or life is at risk.

F. XALLOY encourages all employees to utilize the company's internal complaint and resolution mechanisms to handle such disputes. Should additional assistance be required, the company will make every effort to provide support.

G. **Consultation and Complaint Channels for Unlawful Workplace Infringement**:

i. Complaint form: Available on bulletin boards at each plant, or.

ii. Complaint email: via the "Contact Us" web page of XALLOY company official website

Company Representative：Cheng Hsien Sung Date：2026.10.15