

Darfon Electronics Corp.
Measures for the Administration of Reporting and Complaints
"Excerpts"

Operating Procedures:

1. If any illegal behavior or violation of the relevant norms of the "Integrity Manuals" is discovered, both internal and external stakeholders, such as employees, customers, and suppliers, can report and appeal the complaints through the HR mailbox (my.darfon@darfon.com.tw) and the integrity mailbox (integrity@darfon.com.tw).
2. Upon receiving an integrity complaint, the company will initiate an investigation process, conduct the investigation through the responsible unit, and make an investigation report. Once the fact is established, it will be referred to the responsible unit for further discussion.
3. Responsible Units for Handling Complaints:
 - I. If the accused is a director or senior management: Audit Committee, Risk Management Committee, and audit supervisor will accept and handle it.
 - II. If the accused is a colleague: Human Resources Committee, Risk Management Committee, and audit supervisor will accept and handle it.
4. Investigation procedures include:
 - I. The content of the report is clear: The whistleblower should provide specific information regarding "who, when, what improper behavior, and the identity of the related party involved."
 - II. The responsible processing unit judges whether to accept: The name, department, and responsible business of the accused individual should be checked against the reported content to determine if it aligns with the content of the report.
 - III. Initiating the investigation while ensuring the confidentiality of the whistleblower's identity and keeping all information confidential.
 - IV. Confirming the reason and improving the plan.
 - V. Implementing corrective action and deciding on the punishment plan.
 - VI. Closing the case.
5. Confidentiality and Rewards for Reporting and Complaint Cases
 - I. The identity of the whistleblower and the content of the report shall be kept confidential. The company shall manage the whistleblower's name, contact number, mailing address (or email address), service unit, any provided evidence, investigation, and deliberation documents as confidential documents, which shall be stored by the relevant responsible units.
 - II. Personnel involved in the handling, investigation, and deliberation of the

reporting and complaint cases shall maintain confidentiality regarding the information they know. Those who violate the confidentiality obligation may result in disciplinary action in addition to legal consequences under confidentiality or employment contract.

- III. Once the report is verified to be true, appropriate rewards may be granted to the whistleblower as an encouragement for reporting any improper behavior.
6. Anyone who violates the company's integrity policy will be subject to disciplinary actions based on the severity of the circumstances, including verbal warnings, written warnings, and termination of employment. If deemed appropriate in accordance with applicable laws and regulations, legal actions may also be taken. In addition to the above, those who violate the integrity policy, if they involve obtaining improper personal benefits should be required to return such benefits to the affected individuals or the company.