

AMICCOM Electronics Corporation (the “Company”)

Codes of Integrity Business

Article 1 (Purpose and Scope of Application)

In order to assist our company in establishing a corporate culture of integrity and sound development, and to provide a reference framework for establishing good business operations, this code of conduct is hereby established.

This code of conduct applies to subsidiaries, foundations that receive direct or indirect donations exceeding fifty percent, and other organizations or legal entities with substantial control capabilities, referred to hereinafter as group enterprises and organizations.

Article 2 (Prohibition of Dishonest Conduct)

The directors, managers, employees, or those with substantial control (hereinafter referred to as substantial controllers) of this company shall not directly or indirectly provide, promise, request, or receive any improper benefits, or engage in other dishonest acts that violate integrity, are unlawful, or breach fiduciary duties during the course of conducting business activities, in order to obtain or maintain benefits (hereinafter referred to as dishonest acts).

The subjects of the aforementioned actions include public officials, candidates for political office, political parties or party officials, as well as any public or private enterprises or institutions and their directors, supervisors, managers, employees, substantial controllers, or other stakeholders.

Article 3 (Types of Benefits)

The term "benefit" as referred to in this code means any valuable item, including any form or name of money, gifts, commissions, positions, services, privileges, rebates, etc. However, this does not apply to normal social etiquette that is occasional and does not pose a risk of affecting specific rights and obligations.

Article 4 (Compliance with Laws and Regulations)

The company shall comply with the Company Act, Securities Exchange Act, Business Accounting Act, Political Donations Act, Corruption Prevention and Control Ordinance, Government Procurement Act, Public Officials' Conflict of Interest Avoidance Act, relevant regulations for listed companies, or other laws related to business conduct, as a fundamental premise for implementing integrity in operations.

Article 5 (Policy)

The company shall adhere to the principles of integrity, transparency, and accountability in its operations, establish policies based on honesty, approved by the board of directors, and create a sound corporate governance and risk management mechanism to foster a sustainable development environment.

Article 6 (Prevention Plan)

The company should actively prevent dishonest behavior in accordance with the management philosophy and policies outlined in the previous article, and establish preventive measures as necessary, including operational procedures, conduct guidelines, and training programs.

The company has established preventive measures that should comply with the relevant laws and regulations of the company and its group enterprises and the location of their operations.

The company should negotiate with employees, unions, or other representative organizations during the process of formulating prevention plans, and communicate with relevant stakeholders.

Article 7 (Scope of Preventive Measures)

The company should analyze business activities within its scope that have a higher risk of dishonest behavior when formulating prevention plans, and strengthen relevant preventive measures.

The company has established preventive measures that should at least cover the following behaviors:

1. Bribery and corruption.
2. Providing illegal political donations.
3. Improper charitable donations or sponsorships.
4. Providing or accepting unreasonable gifts, hospitality, or other improper benefits.
5. Infringement of trade secrets, trademark rights, patent rights, copyright, and other intellectual property rights.
6. Engaging in acts of unfair competition.

Article 8 (Commitment and Execution)

The company shall require the directors and senior management to provide a statement of compliance with the integrity management policy, and shall require employees to adhere to the integrity management policy as a condition of employment.

The company and its group enterprises and organizations should explicitly state the policy of operating with integrity in their regulations and external documents, as well as the commitment of the board of directors and senior management to actively implement the integrity management policy, and ensure its effective execution in internal management and business activities.

The company should create documented information regarding the first and second items of the integrity management policies, statements, commitments, and execution, and properly preserve it.

Article 9 (Integrity in Business Operations)

The company should conduct its business activities in a fair and transparent manner.

The company should consider the legality and any records of dishonest behavior of its agents, suppliers, customers, or other business transaction counterparts before engaging in commercial dealings, and it is advisable to avoid transactions with those who have records of dishonest behavior.

The company shall include provisions in contracts signed with others that require adherence to a policy of good faith business practices, and that allow for the termination or cancellation of the contract at any time if the counterparty is involved in dishonest conduct.

Article 10 (Prohibition of Bribery and Acceptance of Bribes)

The company and its directors, managers, employees, and substantial controllers shall not directly or indirectly provide, promise, request, or receive any form of improper benefits while conducting business, including kickbacks, commissions, facilitation fees, or any other means of providing or receiving improper benefits to or from customers, agents, contractors, suppliers, public officials, or other stakeholders. However, this does not apply to benefits that comply with the laws of the location where the business operates.

Article 11 (Prohibition on Providing Illegal Political Donations)

The company and its directors, managers, employees, and substantial controllers shall ensure that any direct or indirect donations to political parties or organizations or individuals participating in political activities comply with the Political Donations Act and the company's internal procedures. Such donations must not be used to seek commercial benefits or trading advantages.

Article 12 (Prohibition of Improper Charitable Donations or Sponsorships)

The company and its directors, managers, employees, and substantial controllers shall ensure that charitable donations or sponsorships comply with relevant laws and internal operating procedures, and shall not be used as a means of disguised bribery.

Article 13 (Prohibition of Unreasonable Gifts, Hospitality, or Other Improper Benefits)

The company and its directors, managers, employees, and substantial controllers shall not directly or indirectly provide or accept any unreasonable gifts, hospitality, or other improper benefits in order to establish business relationships or influence business transactions.

Article 14 (Prohibition of Infringement of Intellectual Property Rights)

The company and its directors, managers, employees, and substantial controllers shall comply with intellectual property-related laws, internal operating procedures, and contractual provisions; without the consent of the intellectual property rights owner, they shall not use, disclose, dispose of, damage, or engage in any other acts that infringe upon intellectual property rights.

Article 15 (Prohibition of Unfair Competition Practices)

The company shall conduct its business activities in accordance with relevant competition laws and regulations, and shall not fix prices, manipulate bids, restrict production and quotas, or share or divide the market through methods such as allocating customers, suppliers, operational areas, or types of business.

Article 16 (Organization and Responsibility)

The board of directors of the company shall exercise the duty of care of a good manager, supervise the company to prevent dishonest behavior, and regularly review the effectiveness of its implementation and continuously improve to ensure the enforcement of the integrity management policy.

The company should have a dedicated unit responsible for the formulation and supervision of integrity management policies and prevention plans to ensure sound and trustworthy operations. If necessary, reports may be made to the board of directors.

Article 17 (Compliance with Laws and Regulations in Business Execution)

The directors, managers, employees, and substantial controllers of the company shall comply with legal regulations and preventive measures while conducting business.

Article 18 (Avoidance of Conflicts of Interest for Directors and Managers)

The company should establish a policy to prevent conflicts of interest and provide appropriate channels for directors and managers to proactively disclose any potential conflicts of interest with the company.

The directors of the company should uphold a high level of self-discipline. If there are proposals listed by the board that have a vested interest for themselves or the entities they represent, which may harm the interests of the company, they may express their opinions and answer inquiries, but they must not participate in discussions or voting. During discussions and voting, they should recuse themselves and must not act as proxies for other directors to exercise their voting rights. Directors should also practice self-discipline among themselves and must not improperly support each other.

The directors and managers of the company shall not use their positions within the company to obtain improper benefits for themselves, their spouses, parents, children, or any other individuals.

Article 19 (Accounting and Internal Control)

The company shall establish an effective accounting system and internal control system for business activities that carry a higher risk of dishonest behavior. There shall be no external accounts or secret accounts, and the systems should be reviewed regularly to ensure that their design and implementation remain effective.

The internal audit personnel of the company should regularly check the compliance with the aforementioned system and prepare an audit report to submit to the board of directors and the audit committee.

Article 20 (Operational Procedures and Code of Conduct)

The company has established operating procedures and a code of conduct in accordance with Article 6, specifically outlining the matters that directors, managers, employees, and substantial controllers should pay attention to when conducting business. The content should at least cover the following matters:

1. Standards for determining the provision or acceptance of improper benefits.
2. Procedures for handling legal political donations.
3. Provide procedures and amount standards for legitimate charitable donations or sponsorships.
4. Regulations to avoid conflicts of interest related to duties, and the procedures for reporting and handling them.
5. Confidentiality provisions regarding confidential and commercially sensitive information obtained in business.
6. Regulations and handling procedures for suppliers, customers, and business transaction counterparts involved in dishonest behavior.
7. The procedure for handling violations of the corporate integrity management code.
8. Disciplinary actions taken against violators.

Article 21 (Education, Training, and Assessment)

The company should timely conduct education and training sessions for directors, managers, employees, and substantial controllers, and invite counterparties engaged in business activities with the company to participate, so that they fully understand the company's commitment to integrity in operations, policies, preventive measures, and the consequences of violating dishonest behavior.

The company should integrate its integrity management policy with employee performance evaluation and human resources policies, establishing a clear and effective reward and punishment system.

Article 22 (Reporting and Punishment)

The company should establish a concrete reporting system and ensure its effective implementation. The content should at least cover the following matters:

1. Establish and announce an internal independent reporting mailbox, hotline, or commission other external independent organizations to provide a reporting mailbox and hotline for use by internal and external personnel of the company.
2. Assign dedicated personnel or units to handle reports of violations. If the reported situation involves directors or senior management, it should be reported to the independent directors or the audit committee.
3. Establish follow-up measures to be taken based on the severity of the circumstances after the investigation of the reported case is completed.
4. Records and preservation of the acceptance, investigation process, investigation results, and related document production of reported cases.
5. The principle of real-name reporting is to be followed, and the identity of the reporter and the content of the report must be kept strictly confidential.
6. Measures to protect whistleblowers from improper treatment due to their reporting.
7. Whistleblower reward measures.

The company accepts reports from designated personnel or units. If a significant violation is discovered during the investigation, or if the company is at risk of substantial damage, a report should be immediately prepared and sent in writing to the independent directors or the audit committee.

Article 23 (Information Disclosure)

The company shall disclose its implementation of the Code of Conduct for Integrity Management on its website, in its annual report, and in public offering documents.

Article 24 (Review and Revision of the Code of Conduct for Honest Business Operations)

The company should pay attention to the development of domestic and international regulations related to integrity in business at all times, and encourage directors, managers, and employees to make suggestions in order to review and improve the company's established code of integrity in business, thereby enhancing the effectiveness of the company's integrity in business practices.

Article 25 Implementation

This code of conduct has been approved by the board of directors for implementation and submitted to the audit committee and reported to the shareholders' meeting; the same applies to amendments.

The company shall fully consider the opinions of all independent directors when submitting the code of conduct for honest management to the board of directors for discussion, and any opposing or reserved opinions shall be recorded in the minutes of the board meeting. If an independent director is unable to attend the board meeting in person to express opposing or reserved opinions, they should provide written opinions in advance, except for legitimate reasons, and these should be noted in the minutes of the board meeting.

Article 26 This procedure is established on August 28, 2012.

This program was first revised on March 11, 2020.

Notice to readers

This English-version code is a translation of the Chinese version and is not an official document. If there is any discrepancy between the English and Chinese versions, the Chinese version shall prevail.