

# AMICCOM Electronics Corporation (The “Company”)

## Implementation of the Company's Integrity Management Policy for the Year 2024

Board report date: December 25, 2024

The company aims to assist in establishing a corporate culture of integrity and sound development by providing a reference framework for good business operations. It has formulated the "Code of Integrity Management," which has been approved by the board of directors and submitted to the audit committee and reported to the shareholders' meeting.

The company has established the "Code of Integrity Management," "Code of Ethical Conduct," "Procedures for Reporting Illegal, Unethical, or Dishonest Behavior," and "Internal Major Information Handling and Insider Trading Prevention Management Procedures." These regulations govern the company and its directors, managers, employees, and substantial controllers, requiring them to conduct business with integrity and fairness while complying with government laws and regulations. They must not directly or indirectly offer, promise, request, or accept any form of improper benefits, and must prevent bribery and receiving bribes, providing illegal political donations, improper charitable donations or sponsorships, infringing on trade secrets, and engaging in unfair competition. Before engaging in business transactions, they should consider the integrity records of agents, suppliers, customers, and other parties to avoid impacting the rights and interests of consumers and other stakeholders. The company encourages reporting any violations of ethical or integrity management practices while ensuring the legal rights and interests of whistleblowers and the parties involved. The company's website announces the reporting system and channels, allowing whistleblowers to report via email or by mail. Additionally, the board of directors and senior management are required to sign a declaration before the end of each fiscal year. For the year 2024, the number of signatories required was 23, and all 23 have signed, resulting in a signing rate of 100%.

The company engages in business activities based on the principles of fairness, honesty, trustworthiness, and transparency. To implement the policy of integrity in operations and actively prevent dishonest behavior, the "Code of Integrity in Operations," which specifically outlines the matters that company personnel should pay attention to when conducting business, is announced on the company bulletin board for employees to be aware of. Additionally, the company promotes the regulations of this code periodically, along with other related measures as follows:

- (1) Before establishing a business relationship, first assess the legitimacy of the counterpart, their integrity in business practices, and whether there have been any records of dishonest behavior, to ensure that their business operations are fair, transparent, and do not involve requesting, offering, or accepting bribes.

- (2) The company's dedicated unit for promoting corporate integrity in operations is the Human Resources Department, which is responsible for auditing whether there are any violations of integrity in the company's operations. Additionally, members of the board of directors or managers are accountable to the shareholders' meeting or the board of directors for any actions that fall within the scope of corporate integrity.
- (3) The company's "Code of Integrity Management" and "Code of Ethical Conduct" require directors to maintain a high level of self-discipline. If a proposal listed by the board of directors has a vested interest that may harm the company's interests, the director may express opinions and answer inquiries but must not participate in discussions or voting. During discussions and voting, they should recuse themselves and may not act as a proxy for other directors to exercise their voting rights.
- (4) To ensure the implementation of the integrity management philosophy, our company has established an effective accounting system, internal control system, and related management measures. Internal audit personnel carry out various audit operations according to the scheduled internal audit plan, and in the event of special circumstances, a separate project audit will be arranged.
- (5) The company has established the "Code of Integrity Business " and the "Code of Ethical Conduct," which are announced on the bulletin board for all employees to be aware of. Monthly management meetings are also held to irregularly promote these codes. Every year the company has been conducting annual training on the " Internal Major Information Processing and Prevention of Insider Trading Management Operating Procedures " and related documents issued by regulatory authorities for current directors, managers, and employees. For newly appointed directors and managers, educational training is arranged within three months of their appointment. The promotion contents include confidentiality of major information, the formation and identification process of insider trading, examples of transactions, and the consequences of violating regulations. New employees will be educated and promoted one-on-one by the HR department during pre-employment training. The promotion contents include “Procedures for Reporting Illegal, Unethical, or Dishonest Behavior Cases” and the report window. Relevant documents are also placed on the company's intranet for employees' reference.
- (6) Situation of the promotion of measures to prevent insider trading and related official documents issued by the competent authority for the year 2024:

Date	Promotion Content	Target Audience
1/25 、 4/16 、 7/29 、 11/25	OTC Electronic Documents: Common patterns in which prior reporting of insider shareholding transfers violates Article 22-2 of the Securities and Exchange Act, and common patterns in which subsequent reporting of changes in shareholding violates Article 25 of the Securities and Exchange Act.	Insiders, managers, and employees
1/22 、 4/8 、 7/8 、 10/14	The fourth item of Article 10 of the Corporate Governance Practice Code for Listed and Over-the-Counter Companies stipulates the "quiet period before the announcement of financial reports" and the regulation of the "information cooling-off period" (Note).	Insiders, managers, and employees
11/15	Promotion of Insider Trading Prevention	Insiders, managers, and employees

Note:

1. The provision regarding the "closed period before the announcement of financial reports" in Article 10, Item 4 of the Corporate Governance Practice Code for Listed and Over-the-Counter Companies:

The internal personnel of listed companies are subject to stock trading control measures from the date they become aware of the company's financial reports or related performance content. This includes (but is not limited to) a closed trading period during which directors are prohibited from trading their stocks for thirty days prior to the announcement of the annual financial report and for fifteen days prior to the announcement of each quarterly financial report.

2. The "information cooling-off period" stipulated in Article 157-1 of the Securities and Exchange Act:

If the aforementioned information has a significant impact on the price of the securities previously issued by the company, insiders of the company are still prohibited from violating the information quiet period regulations under Article 157-1 of the Securities Trading Law. This means that after the information is made clear, they must comply with the requirement that within eighteen hours before or after the information is disclosed, they must not engage in buying or selling the company's listed stocks or other equity-type securities, either on their own or in the name of others, at the securities firm's business premises.

(7) Content of the Year 2024 Education and Training Program

Course Content	Target/Subject	Training Hours	Training Sessions
"Examining the Latest Context of Corporate Governance through Corporate Governance Evaluation Indicators"	Director	3	1
Trends in Corporate Governance and Sustainable Development of Companies	Director	3	1
Big Data Analysis and Corporate Governance	Director	3	1
Big Data Analysis and Corporate Governance	Director	3	1
Corporate governance practices of companies and directors and supervisors under the Securities Exchange Act	Director	3	1
Seminar to insiders of listed/registered companies	Director/ Manager	6	2
Labor Disputes and Corporate Governance	Director	6	1
Master the core of corporate governance and legal compliance and internal control from court cases	Employees	6	2
Pre-employment orientation for new employees	Manager	3	1
Corporate governance response strategies and practices	Employees	6	1
Internal audit strategies to respond to corporate sustainable transformation in a sustainable environment	Employees	6	1