

Anti-Bribery and Anti-Corruption Policy

1. Purpose

- (1) CINCON Electronics, Inc. (the “Company”) is committed to conducting business with integrity, honesty, fairness, and transparency and to complying with applicable anti-bribery, anti-corruption, and business ethics laws and regulations.
- (2) The Company prohibits all forms of bribery, corruption, improper transfer of benefits, and other conduct inconsistent with ethical business principles. Appropriate management and reporting mechanisms are maintained to prevent conflicts of interest and misconduct and to protect the interests of the Company, its employees, customers, suppliers, and other stakeholders.

2. Scope

This Policy applies to all directors, officers, managers, supervisors, and employees of the Company. The Company also expects suppliers, contractors, agents, consultants, and other business partners to uphold appropriate standards of business integrity and comply with applicable anti-bribery and anti-corruption principles.

3. Our Commitments

- (1) **Compliance and Business Integrity**
The Company complies with applicable anti-bribery, anti-corruption, and business ethics laws and regulations in the jurisdictions where it operates and conducts all business activities with integrity, fairness, and transparency.
- (2) **Prohibition of Bribery and Corruption**
No person may directly or indirectly offer, promise, request, solicit, give, receive, or accept any bribe, kickback, improper commission, facilitation payment, or other improper benefit for the purpose of obtaining or retaining business, influencing a business decision, or securing any other improper advantage.
- (3) **Prevention of Conflicts of Interest**
Directors, officers, managers, supervisors, and employees shall avoid situations involving actual or potential conflicts between personal interests and the interests of the Company, including circumstances that could reasonably be perceived as a conflict of interest. Any identified conflict of interest shall be appropriately disclosed and managed in accordance with Company requirements.
- (4) **Prohibition of Misappropriation of Company Assets**
No person may embezzle, misappropriate, steal, or improperly use the Company's funds, assets, information, or other resources, or use their position or business relationships to obtain improper benefits for themselves or any third party.
- (5) **Accurate Records and Information Disclosure**
The Company appropriately records its business activities, transactions, and financial information in accordance with applicable laws, regulations, and internal requirements. False, inaccurate, misleading, or intentionally concealed records are prohibited in order to maintain the accuracy and transparency of Company information.
- (6) **Integrity in Business Relationships**
All dealings with customers, suppliers, contractors, and other business partners shall be conducted in accordance with the principles of fair dealing and business integrity. Improper benefits shall not be used to influence legitimate business judgment or decision-making.

4. Reporting and Handling of Concerns

- (1) Any person who becomes aware of or reasonably suspects conduct that may violate this Policy, applicable laws and regulations, or the Company's principles of business integrity may report the matter through the Company's designated reporting channels.
- (2) Reporting persons are encouraged to provide specific information sufficient to facilitate appropriate review. Upon receiving a report, the Company will conduct appropriate verification, investigation, and follow-up action based on the nature of the matter and applicable requirements.
- (3) The Company will appropriately protect the identity and related information of persons who make good-faith reports, provide information, or assist with investigations to the extent permitted by applicable law and necessary for the investigation. Retaliation or other adverse treatment against such persons is prohibited.

5. Policy Violations

- (1) Where an investigation substantiates a violation of this Policy, the Company will take appropriate action based on the severity and impact of the conduct and the responsibility of the individuals involved, in accordance with Company requirements and applicable laws and regulations.
- (2) Where unlawful conduct is involved, the Company may report the matter to the appropriate authorities or take other necessary legal action in accordance with applicable law.

6. Reporting Channels

Contact Department: Administration Department

Hotline: +886-4-769-0261, Ext. 110

Email: hr@cincon.com.tw

The Company encourages employees and stakeholders to raise good-faith concerns regarding suspected violations of business integrity, anti-bribery, or anti-corruption principles and to work together to maintain a fair, transparent, and ethical business environment.