

# **Chung-Hsin Electric & Machinery Mfg. Corp.**

## **Anti-Bribery Management Policy**

### **1. Purpose**

The Company is committed to the prevention of bribery and adopts a zero-tolerance attitude towards bribery, and has formulated this policy as the basis for its commitment and implementation of various bribery prevention measures.

We hereby formulate this policy to serve as the basis for our commitment and implementation of various bribery prevention measures.

### **2. Scope**

This policy applies to the Company's directors, managers, employees, appointees or persons with substantial control (hereinafter referred to as "persons with substantial control").

(hereinafter referred to as "persons in substantial control"). The above mentioned parties are hereinafter referred to as "the Company's personnel".

### **3. Prohibition of Bribery**

The Company prohibits bribery. Bribery, as defined in this Standard, means any act by an officer of the Company in the course of performing his/her duties.

Bribery is defined as the offering, accepting, promising, or requesting, directly or indirectly, of any undue advantage, any conduct prohibited by this Policy as the Standard, or any other conduct that violates good faith, lawfulness, or fiduciary obligations.

### **4. Bribery Prevention Policy Objectives**

- (1) Zero occurrence of bribery;
- (2) Continuous improvement;
- (3) Establish an anti-bribery culture;
- (4) Enforcement of whistleblower protection;

(5) Strictly penalize dishonest behaviors.

## **5. Compliance with Applicable Bribery Prevention Laws**

This policy requires compliance with all laws and regulations relating to the prevention of bribery as the basis for the conduct of the Company's personnel in all jurisdictions in which the Company operates.

## **6. Bribery Prevention Management System**

6.1 The Company's Bribery Prevention Management System (BPM) is based on the ISO 37001 standard, which adopts the principles of "Planning and Establishment, Implementation and Operation, Monitoring and Auditing," and "Bribery Prevention Management System" (BPM). We have established a bribery prevention management system that meets our company's objectives. The "Bribery Prevention Management Manual" (DBM001) is used as the basis for the establishment of the Bribery Prevention Management System.

The DBM001 provides a framework for setting, reviewing and achieving bribery prevention objectives to ensure its effective operation and continuous improvement.

6.2 The highest level of management of the Company's bribery prevention management system is the General Manager, who has delegated the authority to the CEO's Office to act as the Bribery Prevention Unit and to provide the Bribery Prevention Unit with appropriate resources and to ensure that the personnel have the appropriate competence, authorization and independence. In addition, when encountering major bribery-related issues, we can report directly to the top management and the Board of Directors.

## **7.1 The Company's Commitment to Bribery Prevention and Enforcement**

The Company shall require directors and senior management to issue a statement of compliance with the bribery prevention management policy and to implement it in internal management and external business activities. The Company should also require its employees to comply with the bribery prevention management policy and related management system in their employment conditions.

## **8. The Company's handling of bribery behavior**

8.1 When the Company discovers or receives a report of bribery involving the Company's personnel, the Company shall investigate the relevant facts.

If it is proved that there is a violation of relevant laws and regulations or the Company's bribery prevention policies and regulations, the Company will, depending on the severity of the case, follow the Company's reward and punishment measures. Any employee who has been removed from his/her position shall never be allowed to work in the Company or its affiliates. If necessary, they may be reported to the competent authorities or referred to the judicial authorities for investigation. If an officer of the Company utilizes his or her position with the intention of obtaining improper benefits for himself or herself or for others, resulting in losses to the Company, he or she shall be dismissed from his or her position. In addition to being dismissed from his/her duties, he/she shall unconditionally indemnify the Company for all losses suffered as a result.

8.2 If the Company discovers or receives a report that another person has engaged in dishonest behavior involving bribery against the Company, and if such dishonest behavior involves illegal activities, the Company shall transfer the case to a third party for investigation. The Company shall notify the judicial or prosecuting authorities of the relevant facts; if public authorities or public servants are involved, the Company shall also notify the government's corruption prevention department.

## **9. Reporting Mailbox and Specialized Units**

The Company's independent reporting mailbox for reporting bribery is [corruption@chem.com.tw](mailto:corruption@chem.com.tw), and the dedicated reporting line is +886-3-35-5500, which can be accessed through the Company's website. The Company encourages people to report possible or actual dishonesty or bribery in good faith. The Company encourages the reporting, in good faith, of reasonable suspicions of possible or actual dishonesty or bribery, or of violations or exploitation of weaknesses in the Bribery Prevention Management System, either anonymously or by name. The reporter should fill out the attached "Report of

Dishonesty” form and provide specific evidence. The identity of the reporter and the content of the report should be kept confidential. The identity of the whistleblower and the content of the report shall be kept confidential, and the whistleblower shall be assured that the report will not be subject to improper action as a result of the report.

#### 10. Implementation

This policy shall be implemented and amended as and when approved by the Board of Directors.

This Policy was established on May 9, 2024