

Chicony Power Technology Co., Ltd.

2024 Ethical Business Operation Performance

Whistleblowing and Complaint Mechanism

The Company has established the “Whistleblowing and Complaint Procedure” to provide formal channels through which employees and business partners may report any misconduct or violations. This mechanism ensures transparency, confidentiality, and appropriate handling of reported matters.

Integrity Commitment

To strictly uphold principles of integrity and self-discipline, all employees have signed the “Integrity Commitment Statement.”

New employees are also required to complete the signing process upon onboarding.

Ethical Conduct and Anti-Corruption Training

In 2024, the Company conducted extensive training on ethical business practices and the prohibition of improper benefits. Training participation included:

- 5,008 new employees
- 2,476 existing employees
- Total: 7,484 participants

The training emphasizes compliance with ethical business practices, prohibition of bribery, and avoidance of conflicts of interest.

Intellectual Property Rights Protection

In adherence to the Company’s principles on protecting intellectual property rights, all employees are strictly prohibited from installing or using any unauthorized software.

Prohibition of Improper Benefits

Employees must not—**directly or indirectly**—offer, promise, request, or accept any form of improper benefit while performing business activities. Improper benefits include, but are not limited to:

- Money
- Gifts
- Commissions
- Positions
- Services
- Preferential treatment
- Kickbacks
- Any item or arrangement of value

In 2024, **there were no whistleblowing cases** related to improper benefits.

Public Disclosure and Promotion

The Company's ethical business guidelines are:

1. Publicly disclosed on the corporate website; and
2. Communicated through bulletin boards at the headquarters and all manufacturing sites to enhance employee awareness and compliance.