



智邦科技股份有限公司

Accton Technology Corporation

員工從業道德行為準則

Code of Ethical Conduct for Employees

第一條 目的及依據

Article 1: Purpose and Basis

為規範本公司員工之行為符合道德標準，並使公司之利害關係人更加瞭解公司道德標準，依據「上市上櫃公司訂定道德行為準則」訂定本準則，以為本公司員工所遵循。

These Procedures are duly enacted in accordance with the “Guidelines for the Adoption of Codes of Ethical Conduct for TWSE/GTSM Listed Companies” to function for the entire staff of the Company to assure that their behaviors will satisfy the ethical code and that the Company's stakeholders and interested parties will better understand the Company's Ethical Code.

第二條 適用對象

Article 2: Scope of Application

本準則所稱本公司員工，係指受本公司僱用從事工作獲致薪資之直接人員與間接人員。

The term “employees of the Company” as used in this Code refers to both direct and indirect personnel employed by the Company who receive compensation for performing work.

第三條 誠信原則

Article 3: Principle of Good Faith:

本公司員工於執行職務時，應注重團隊精神，摒棄本位主義；並應信守誠實信用之原則，以及秉持積極進取、認真負責之態度。

Upon performing duties, the entire staff of the Company shall be prudential to teamwork and abandon sectionalism or departmental egoism and shall, meanwhile, abide by the principle of honesty and credit, and uphold a positive, diligent, and responsible attitude.

第四條 公平原則

Article 4: The Principle of Fairness:

本公司員工不得因人種、膚色、性別、種族或民族、宗教信仰、黨派/政治立場、性取向、性別認同或表現、職級、國籍、教育程度、身障/殘疾、年齡、婚姻狀況、懷孕、團體背景、退伍軍人身份、受保護的基因資料等因素，而彼此有任何形式之歧視、排擠和騷擾。

Under no circumstances shall the Company's employees discriminate,

exclude and harass one another in any form due to factors such as race, color, gender, ethnicity or national origin, religious belief, partisanship/ political affiliation, sexual orientation, gender identity or expression, rank, nationality, education level, disability, age, marital status, pregnancy, union membership, covered veteran status, protected genetic information.

第五條 工作環境健全

Article 5: Sound Working Environment:

本公司員工應共同維護健康與安全之工作環境，不得有任何暴力、性暴力、性騷擾、性侵犯、體罰、心理或生理壓逼、欺凌、公開羞辱或口頭辱罵、威脅恐嚇之行為。

The employees of the Company shall jointly maintain a healthful and safe working environment, and shall not commit any behaviors such as violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of employees or other acts of intimidation.

第六條 避免利益衝突及圖私利之機會

Article 6: Efforts to Avoid Conflicts of Interest and Opportunities for Privatism:

本公司員工應避免個人利益介入或可能介入公司整體利益之利害衝突，且有責任維護及增加公司正當合法獲取之利益，應以客觀及有效率的方式處理公務，並應避免：

The Company's employees shall avoid conflicts of interest of the Company arising from personal involvement nor shall they become involved in the overall interests of the Company. They shall, meanwhile, be responsible for safeguarding and maximizing the legitimate and justifiable interests of the Company. The entire staff shall take charge of official duties in an objective and efficient manner and shall avoid:

一、藉由在公司擔任之職位而使得其自身或親屬獲致不當利益。

A. Striving for unjustifiable benefits for themselves or their relatives through positions held in the Company.

二、透過使用公司財產、資訊或藉由職務之便，致使本人或第三人獲取私利之機會。

B. The opportunity to obtain personal advantage for themselves or a third party through the use of the Company's property, information, or by virtue of their position.

三、與公司競爭。

C. A competition in any means against the Company.

第七條 保密責任

Article 7: Confidentiality Obligations:

本公司員工對於公司本身、客戶、消費者、員工和供應商之個人資訊或私隱，除經授權或法律規定公開外，應負有保密義務。應保密的資訊包括所有可能被競爭對手利用或洩漏之後對公司、供應商或客戶有損害之未公開

資訊。本公司員工應當在收集、儲存、處理、傳播和分享個人資料時遵守私隱和資料安全法律及監管要求。

The Company's employees shall be subject to confidentiality obligations of the confidential information of the Company, customers, consumers, employees and suppliers except an event as authorized or required by law to make confidential information public. Such information that should be kept confidential includes all undisclosed information that may impair the Company, suppliers or its customers after being exploited by or divulged to competitors. The Company's employees shall comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

第八條 公平交易

Article 8: Fair Trade:

本公司員工應公平對待公司客戶、競爭對手及員工，不得透過操縱、隱匿、濫用其基於職務所獲悉之資訊、對重要事項做不實陳述或其他不公平之交易方式而獲取不當利益。

The Company's employees shall treat corporate customers, competitors, and fellow employees in a fair manner. Under no circumstances shall they obtain unjustifiable benefits by means of manipulating, concealing, or misusing the information they are aware of as a result of their duties, making misrepresentations about important matters, or other unfair trading practices.

第九條 不得內線交易

Article 9: No Insider Trading:

本公司員工就其職務上所獲悉之任何可能重大影響本公司證券交易價格之資訊，在未經公開揭露之前，應依證券交易法規定嚴格保密，並不得利用該資訊從事內線交易。

Any information that the Company's employees have learned through their duties that may significantly affect the trading price of the Company's securities shall be kept strictly confidential in accordance with the Securities and Exchange Act before being disclosed to the public and all such information shall not be used for insider trading

第十條 保護並適當使用公司資產

Article 10: Protection and Proper Use of the Company's Assets:

本公司員工均負有責任保護公司資產，並確保其能有效合法地使用於公務上，避免失竊、損壞或浪費而影響公司之營運與獲利能力。

The Company's employees are held responsible for protecting the Company's assets and ensuring that all such assets are used effectively and legally on official business. The Company's employees shall further put forth maximum possible effort to avoid potential theft, damage, or waste that might affect the Company's operations and profitability.

第十一條 保護並適當使用公司資訊及系統

Article 11: Protection and Appropriate Use of the Company's Information and Systems:

本公司員工執行職務時，應避免資料、資訊系統、網路設備等資源遭受竊取、干擾、破壞及入侵等情事，並依規定適當使用以保障本公司各項資訊之機密性、完整性及可用性。

The Company's employees shall, while performing duties, put forth maximum possible efforts to avoid theft, interference, destruction and intrusion of resources, information systems, network equipment, and other resources and shall, meanwhile, use them as appropriate to protect the confidentiality, integrity, and availability of all information of the Company.

第十二條 著作權

Article 12: Copyrights:

本公司員工應尊重智慧財產權相關法律規定，禁止非法使用或複製有版權之智慧財產，包括書籍、雜誌及軟體等。

The Company's employees shall honor and respect all legal provisions with reference to intellectual property rights and prohibit the illegal use or reproduction of copyrighted intellectual property, including books, magazines, and software.

第十三條 饋贈與業務款待

Article 13: Gifts and Hospitality with Reference to Business:

一、本公司員工不得向客戶、供應商或其他與公司業務相關之人士，收受饋贈（婚、喪、喜、慶除外）或給予回扣等不正當利益；並禁止接受各項旅遊或娛樂招待（獲批准的聯誼活動除外）。

A. Employees of the Company shall not accept gifts (except for those given in connection with weddings, funerals, or other customary celebrations) or offer kickbacks or other improper benefits to clients, suppliers, or any other parties related to the Company's business. Acceptance of travel or entertainment hospitality is also prohibited, except for approved social or networking events.

二、本公司員工接受或安排任何業務款待，均應符合一般商業禮節之常規，不得過度奢華或頻繁，造成大量或不必要之支出。

B. Employees of the Company who accept or arrange any form of business

hospitality must ensure that it complies with generally accepted business etiquette.

Such hospitality must not be excessive, extravagant, or overly frequent, nor should

it results in significant or unnecessary expenses.

第十四條 鼓勵檢舉任何非法或違反本守則之行為

Article 14: Encouragement Toward Informants Against Any Acts Illegal or in Contravention of These Procedures:

本公司主管應加強宣導公司內部道德觀念，並鼓勵員工於發現有違反法

令規章或本守則之行為時，得以具名檢舉方式向主管及稽核單位呈報，公司並應盡全力保密及保護呈報者之身份，使其免於遭受威脅。

The Company's supervisors of all levels shall put forth maximum possible effort to strengthen the promotion of the Company's internal ethic codes, and encourage employees to report to the supervisors and the Audit Office whenever they find an act in violation of laws and regulations or these Procedures either in their names or in anonymity. The Company shall put forth maximum possible effort in confidentiality obligations and protection of the informant(s) from potential intimidation.

第十五條 豁免適用之程序

Article 15: Procedures for Exemptions from Applicability:

本公司員工如有正當理由，經人力資源部審查並由高階營運會議決議通過後，得豁免適用本守則之特定條文。

An employee of the Company may be exempt from the specific provisions of these Procedures if backed up by a justifiable reason, granted a pass through review by the Human Resources Department, and approved by a High-Level Operational Meeting.

第十六條 施行及揭露方式

Article 16: Implementation and Disclosure

本準則經董事長核定後公佈實施，修正時亦同。

This Code shall be announced and implemented upon approval by the Chairman. The same procedure shall apply to any amendments.

第十七條 本準則於民國一一三年五月三十一日制訂。

Article 17: Date of Adoption

This Code was adopted on May 31, 2024