



# 仁寶電腦工業股份有限公司 COMPAL ELECTRONICS, INC.

## 道德政策 Ethics Policy

1. 遵守國家及政府相關法律法規。  
Comply with the national laws and regulations.
2. 保障員工、客戶、股東、供應商、社區及相關團體的正當權利。  
Ensure the rights of employees, customers, stockholders, suppliers, community and related organizations.
3. 秉持商業誠信，公平交易、廣告和競爭原則，進行盡職調查避免利害關係人收受不正當收益，公開信息並尊重智慧財產權，力行隱私與身分保護，杜絕打擊報復，以負責任的態度採購礦物。  
Insist on business honesty, the principles of fair trade, advertising and competition, conduct due diligence to prevent improper advantage and disclose information, respect for intellectual property rights, protect privacy and identification, non-retaliation and be responsible sourcing of minerals.
4. 持續改善、執行及向相關團體傳達公司的道德政策。  
Continuously improve, implement and outreach the Ethics policy to related organizations.

### ■ 附則/ Supplementary Provisions

**第1條** 本政策經董事會通過後實施，修訂時亦同。

Article 1 The Principles take effect after approval of the board of directors and also could be revised as the same approval.

**第2條** 本政策訂定於中華民國108年11月11日經董事會決議通過後實施。

Article 2 The Policy was adopted of BOD Meeting on Nov. 11, 2019.

第一次修訂於中華民國114年3月20日經董事會決議通過後實施。

The 1st amendment was approved by the Board of Directors Meeting and entered into force on March 20, 2025.