Because it matters

Anti-Bribery & Anti-Corruption Policy

Introduction

Purpose

Qisda Corporation and all its subsidiaries and affiliates (hereinafter referred to as “the Company”) uphold the highest standards of integrity in all business dealings and adopt a zero-tolerance policy toward bribery and corruption.

The Company adheres to the principles of the United Nations Convention against Corruption and has established this Anti-Bribery and Anti-Corruption Policy to guide its operations. The Company expects its customers, suppliers, and other business partners to comply with the spirit and principles of this policy and to work together to strengthen and improve anti-bribery and anti-corruption mechanisms.

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Objectives of the Policy:

- Prevent all forms of corruption and bribery.
- Eliminate corrupt and bribery-related conduct in cooperation with customers, suppliers, and other business partners or during business execution.
- Implement and ensure the realization of the Company's culture of integrity.
- Ensure the execution, maintenance, and review of the above objectives and effectively manage potential corruption and bribery risks.

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Legal Compliance

The Company supports and voluntarily complies with the《United Nations Convention against Corruption and relevant laws》including the《Company Act》,《Government Procurement Act》,《Act on Recusal of Public Officials Due to Conflicts of Interest》,《Corporate Governance Best Practice Principles》,《Anti-Corruption Act》,《Securities and Exchange Act》,《Criminal Code》,《Political Donations Act》, and other applicable regulations.

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Prohibition of Bribery

The Company prohibits the offering or acceptance of bribes, facilitation payments, or kickbacks. All directors, managers, consultants, employees, and business partners of the Company shall not, in the course of conducting business, directly or indirectly offer, promise, solicit, or accept any form of improper benefits for the purpose of establishing or influencing business relationships or activities.

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Gift Control

If gift-giving or receiving is necessary, it must meet all the following criteria:

- - Open, transparent, and infrequent
- - Socially customary and legally permissible
- - Purely for expressing gratitude or respect
- - Not causing conflicts of interest
- - Reasonable value

Standards for receiving gifts: The total value of a single gift must not exceed USD 100. No more than five gifts may be received from the same source within the same year. Gifts must not be in the form of cash or cash equivalents (including securities or gift cards).

Standards for offering gifts: The total value of a single gift must not exceed USD 100. No more than five gifts may be offered to the same recipient within the same year. Gifts must not be in the form of cash or cash equivalents (including securities or gift cards).

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Commitment Declaration

The Company's governance and management units shall actively fulfill their commitment to the anti-bribery and anti-corruption policy, and require all directors, consultants, and employees to make relevant declarations of commitment to this policy.

The Company also includes integrity commitment clauses in contracts signed with business partners, requiring them to comply with the policy and clearly stating the responsibilities and consequences of any violations.

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Avoiding Conflicts of Interest

Employees of the Company, as well as individuals providing services to the Company, shall proactively avoid actual or potential conflicts of interest. If such conflicts cannot be avoided, they must report or disclose the situation to Qisda, providing detailed background information and potential impacts. The Company will evaluate the report and, if necessary, take appropriate measures, including but not limited to adjusting job duties, responsibilities, or business relationships to mitigate the unavoidable conflict of interest.

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Definition of Conflict of Interest

A conflict of interest arises when personal activities or relationships actually or potentially interfere with an individual's ability to perform their job duties impartially and make business decisions in the best interest of the Company. Examples of conflicts of interest include: an employee or their close relatives holding any position at a customer, supplier, or competitor of the Company; an employee or their close relatives having financial interests in a customer, supplier, or competitor of the Company; or an employee using Company resources for personal matters or private gain without prior approval.

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Definition of Improper Benefits

Refers to any improper giving or receiving of items of value in a business context for the following purposes, such as during the course of business activities, directly or indirectly offering or providing to government officials, individuals, or entities any item of value (including but not limited to money, gifts, presents, commissions, positions, services, privileges, rebates, facilitation payments, hospitality,

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Political and Charitable Contributions

The Company does not make direct or indirect political donations.

All charitable donations and sponsorships must comply with applicable local laws and must not serve as disguised forms of bribery. Charitable donations made using Company assets must comply with the Company's anti-bribery and anti-corruption policies and internal regulations, and must be approved by the Chairman. The Company also publicly discloses charitable donations and other sponsorships made using Company property.

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Liability and Penalties

Incidents that violate this policy shall be investigated and reviewed in accordance with the Company's relevant regulations. The responsible units shall determine disciplinary actions based on the severity of the violation. In serious cases, the Company may terminate the employment contract in accordance with applicable local laws and employment agreements, and pursue legal actions and claims as necessary.

Furthermore, the Company reserves the right to immediately terminate any business relationship with partners who violate this policy or relevant anti-bribery and anti-corruption laws, and may initiate legal proceedings against any violators, whether they are members of the Group or business partners.

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Qisda Corporation Whistleblowing and Complaint Management Measures

Introduction

Whistleblowing Measures

Case Type	Responsible Unit	Contact
Reports involving the Board of Directors or the President	Audit Office, forwarded to the Audit Committee	Integrity@Qisda.com
Reports violating the "Ethical Corporate Management Best Practice Principles for Qisda Corporation" regarding conflict of interest, fair trade, bribery, fraud, or illegal payments	Audit Office	Integrity@Qisda.com
Other complaints	Head of Employee Relations	2HR@Qisda.com
General suggestions or issues	President	President@Qisda.com

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Whistleblowing Measures

◆ Anonymous Reporting

Permitted Whistleblowers may choose to report either anonymously or by providing their identity.

◆ Zero Tolerance for Retaliation

The Company adopts a zero-tolerance policy toward any form of retaliation against whistleblowers and is committed to preventing and addressing retaliatory actions.

◆ Whistleblower Protection and Confidentiality

The identity of whistleblowers and the details of the report will be kept strictly confidential and protected in accordance with applicable policies and regulations.

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Because it matters

Integrity Handbook

Introduction

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Foreword

- ✓ The first principle of the BenQ Group's values is integrity and self-discipline. Integrity involves not only adhering to policies and rules but also consistently evaluating one's own behavior to make sound decisions. This "BenQ Code of Conduct," also referred to as the "Integrity Handbook," provides a clear description of expectations for colleagues and the work environment. It is every colleague's responsibility to comply with the policies and rules outlined in the "Integrity Handbook." We urge all colleagues to thoroughly read this handbook and adhere to it diligently.

- ✓ All members of the BenQ Group are required to adhere to the "Integrity Handbook." In cases where local laws conflict with the handbook, local laws take precedence. Should senior executives encounter cases that are exceptional or fall outside the scope of the handbook, they have the authority to report such cases and apply for adjustments to the content to suit the local context.

Applicable to

- The Code of Conduct is applicable to all employees of the Company, subsidiaries and joint ventures.

Acceptance unit

- The audit unit accepts integrity-related cases, which can be reported via the integrity mailbox (Integrity@BenQ.com).
- The HR unit accepts cases not related to integrity, reported via the HR mailbox (2HR@Qisda.com) and investigated after being accepted.

Protection for whistleblowers

- BenQ is committed to keeping the identity of reporter and reporting content confidential and accepts anonymous reporting to keep the reporter from improper treatment due to reporting.



Clause

Article 1: Corruption and bribery

BenQ tolerates no corruption or bribery and requires all staff to abide by the corruption and bribery laws of the location where they work at.

- All staff are prohibited to bribery or kickback regarding any kind of benefit. No one is allowed to bribe government officials or other people making business contacts with us.
- If gift provision or acceptance is necessary, it shall be done openly, transparently, while adhering to laws and our anti-bribery and anti-corruption policies and regulations.



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The provisions regarding the giving/receiving of gifts in the company's Anti-Bribery and Corruption Policy are as follows:

6.1 Prohibition of Bribery

The company prohibits offering or receiving bribes, facilitation payments, or kickbacks. No one involved in business dealings with BenQ/Qisda or representing BenQ/Qisda may offer benefits with the intent of bribery. This includes both tangible and intangible benefits, regardless of whether the party offering or receiving the benefit is a government official or a private individual.If it is indeed necessary to give or receive gifts, all of the following conditions must be met:

- The act must be open, transparent, and infrequent.
- It must adhere to common social customs and be legally permissible, with the sole intention of expressing gratitude or respect.
- It must not result in a conflict of interest.
- The value of the benefit must be appropriate.

The standard for receiving gifts is as follows:

- The total value of any single gift should not exceed USD 100.
- No more than five gifts should be received from the same source within a single year.
- Gifts must not be in the form of cash or cash equivalents (including securities or gift cards).

The standard for offering gifts is as follows:

- The total value of any single gift should not exceed USD 100.
- No more than five gifts should be given to the same recipient within a single year.
- Gifts must not be in the form of cash or cash equivalents (including securities or gift cards).

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Article 2: Conflict of interest



The highest interests of the Company shall be put into consideration for any decision. Personal relationships shall not be involved when the staff judges the interest.

- Conflicts of interest between the individual and company shall be actively avoided. It shall be actively reported if it cannot be avoided. Directors shall report to the Board of Directors. Managers and employees shall report to their unit director and submit a report to the President for approval.
- If the position or the duty of an employee may help the employee himself, his spouse, parents, children and the relatives within the third degree of kinship acquire undue advantage, business dealing is only allowed with the approval of their unit director and the General Manager.
- The Company respects the rights of employees to build relationships with colleagues but employees must make sure that they will avoid conflict of interests and won't affect others due to personal relations regarding job responsibility.

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Article 3: Part-time jobs

Written approval of the unit director and the General Manager is required for doing a part-time job during employment.

- Doing part-time jobs is not allowed without approval of the unit director and the President.
- Doing part-time job must not affect the Company's interest or work performance.
- Approval of the CEO is required for serving as the director, supervisor or manager of other companies or agencies. Decisions harming the relationships between the Company and other companies where the employees work at must not be made. The employee must not take part in such decisions, either. He must not make any agreement for business or management on behalf of the Company.

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Article 4: Fair trade and antitrust

The Company shall treat customers, suppliers, distributors, competitors and employees fairly and justly, and adhere to fair trade regulations when conducting business activities. The Company is prohibited to share or carve up the market by conducting price-fixing, bid rigging, capacity or quota restrictions, or distribution of customer, supplier, operation areas or business categories.

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Article 5: Insider trading and money laundering

- It is forbidden to disclose internal financial information or other information that might affect the stock quotes of the Company to a third party in any form.
- The Company shall comply with insider trading regulations to protect the rights of investors, help buyers obtain equal information, and facilitate fairness of the securities market.
- It is prohibited to cover up earnings from illegal trade or terrorism financing, or help converting the aforementioned fund into a fund that seems legal through all kinds of channels.



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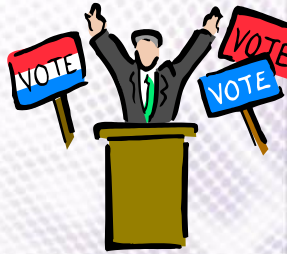
Article 6: Political donations and activities

- The Company does not make political donations neither directly nor indirectly.
- Engagement in political activities



All employees must strictly abide by local laws when participating in political activities on behalf of the Company and must be approved by the management team. Anyone is forbidden to support specific candidates or political views representing the Company.

The employee can engage in political activities on his personal behalf but never represent the Company's stance or claim. The employee is prohibited to wear or show any object might be related to the Company when joining a political activity on his personal behalf.

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Article 7: Lobbying activities

- All lobbying activities must comply with the integrity and ethics guidelines and strictly adhere to local laws. Information and details of lobbying must be disclosed publicly for examination.
- Official approval is required for lobbying on behalf of the Company.



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Article 8: Charitable donation

- Charitable donations and sponsorships made by employees shall comply with local laws. They must not be concealed, lest they could (appear to) constitute bribery. There should be no concern that they could possibly be illegal benefits. The recipient must not be engaged in business relations with the Company or related to our benefits.
- Charitable donations provided from property of the Company shall comply with BenQ's anti-bribery and anti-corruption policy and it shall be approved by the Chairman.

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Article 9: Information security

BenQ is committed to maintaining information security, continuing to improve information security quality, reducing information security incidents, reinforcing information security management conduct, and protecting rights of the Company and all stakeholders.

- All employees are responsible for and obligated to protect and safekeep information assets and forbidden to disclose confidential information.
- Data access, control and modification must be authorized to ensure information confidentiality and integrity.
- No employee is allowed to obtain illegal profits via business or confidential information.
- Breach of information security is punished according to the reward and punishment rules of the Company.
- Employees are obligated to keep business or confidential information from leakage even after transfer or end of employment.



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Article 10: Privacy

BenQ focuses on personal data protection and privacy, adopts strict, secured management mechanism, and ensures confidentiality and security of data of everyone engaged in business relations with BenQ.

- Data of employees, customers, suppliers and people engaged in business relations with us is protected, including but not limited to corporate customer, personal customer, employee of contractor, candidate, visitor of BenQ's website and BenQ.
- Data provision, collection, usage and handling comply with the privacy policy of the Company.

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Article 11: Intellectual property rights

BenQ abides by all regulations of intellectual property rights and respects legal intellectual property rights of others. BenQ transfers technologies, business secrets and professional knowledge in a protective way.

- Employees are prohibited to copy books, journals, newspapers, discs or computer programs without authorization. This aims to protect intellectual property rights of the Company and others.
- Legal computer software shall be used. Stealing of legal software of the Company for personal or business use is prohibited. Employees who violate these rules shall bear legal liability and shall be responsible for damage compensation if the Company has been harmed.

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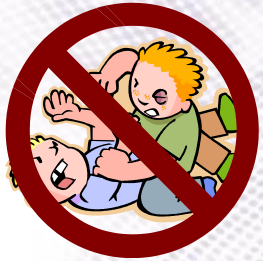
Article 12: Human rights

People-oriented perspective is one of BenQ's values. We support and protect human rights of all stakeholders and comply with the guidelines below:

- Ensure equal job opportunity.
- Ban any form of discrimination or harassment.
- Provide fair, rational salary and working condition.
- Respect employee's freedom of assembly and association.
- Ban child labor or compulsory labor.
- Pay fair, sufficient living wages.
- Carry out human rights risk evaluation/due diligence, and relevant mitigation measures.



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Article 13: Health and safety

BenQ builds a healthy and safe workplace for employees, and endeavors to reduce occupational injury, builds an HSE management system, and conducts risk evaluation and process improvement, to reduce hazard of health and safety. Meanwhile, BenQ promises to:

- Provide a healthy and safe workplace, protects labor rights, and reduce the risk of occupational safety and health.
- Care about counseling and engagement of staff, and continue to improve performance of environmental management and health and safety management.
- Identify/evaluate/control/mitigate health and safety risks with regard to management of various onsite operations in the factory.

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Article 14: Environment

BenQ is fully aware that human activity imposes an irreversible environmental impact, hence it is committed to invest in resources, and strives for energy saving and waste reduction for product design and process, in order to produce products that comply with regulations, and health and safety requirements from the customer. In the meantime, BenQ achieves continuous improvement of environmental, quality, and health and safety aspects based on management system.

- Reinforce ecological design and carbon management of product, improve energy efficiency, and promise to use renewable energy.
- Always make sure that product manufacturing process meets hazardous substance regulations and customer requirements.
- Air emissions generated from the operation process and controlled and handled based on regulations before discharge.
- Control waste via source management. Carry out recycling and sorting. Reduce and reuse waste to achieve waste reduction.
- Evaluate risks for water resources and conduct countermeasures. Implement water source management and save water in daily life. Enhance water resource efficiency. Wastewater has been treatment adequately before discharge to meet regulatory standards.

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Article 15: Diverse, fair, open workplace

- An open workplace respecting cultural diversity helps employees with innovation and motivates employees. Meanwhile, the Company will obtain a broader vision and more abundant industrial experiences.
- The Company offers fair promotion channels to employees and convey this idea to all companies and business locations around the world.
- The Company makes all-out efforts to build a workplace for employees to express opinions freely and communicate smoothly.

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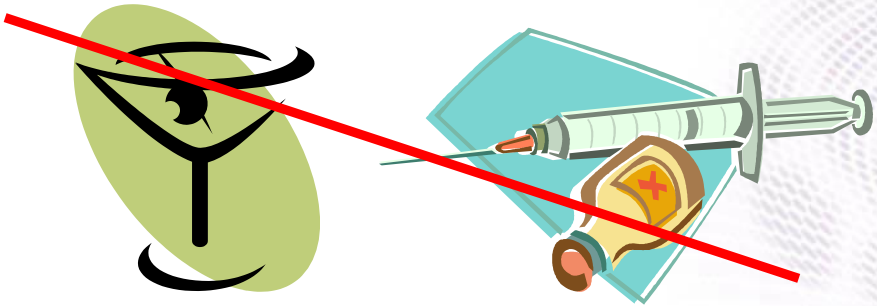
Article 16: Alcohol and drugs

- All employees are strictly prohibited from using, selling, possessing, purchasing or delivering alcohol or drugs at work.
- Employees may drink alcoholic beverages in the company only with approval of senior vice president and in situations allowed by law.
- Employees breaching the alcohol drink and illegal drug management policy will be severely punished.



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Article 17: Negative message reporting

Some interviewees, consumers, vendors, existing or resigned employees might file a complaint to the government authorities (or threat to file a complaint) due to some unknown reasons. If you received such information, you must notify your manager or human resource unit immediately. The Company cares about your notification. These complaints, threats, legal actions and judicial inquiries must be handled in time and adequately to prevent material impact on the Company.



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Article 18: International trade regulations



Employees in charge of handling of import and export international trade business must be very familiar with and abide by relevant regulations of the country or region where the job is performed. All trading information must be recorded and kept for review. For any concern on local regulations, employees shall counsel the Legal Affairs Department right away to seek correct practice to prevent an individual or the Company from breaking the law or suffering from unnecessary trading loss.

Besides regulations, numerous international industrial organizations have formulated human rights requirements. For instance, the Code of Conduct of the Responsible Business Alliance requires responsible mineral purchase. Therefore, employees must abide by relevant regulations when performing tasks.

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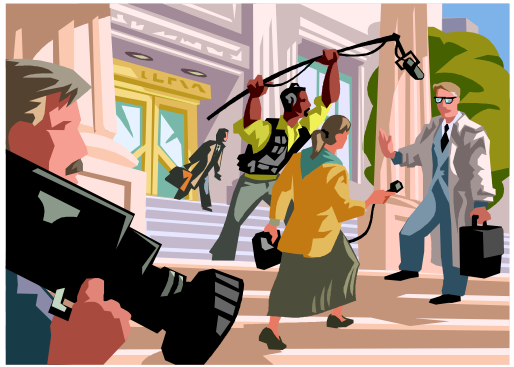
Article 19: Media interview

- No employee may accept media interviews or release news of the Company without authorization.
- If any media has an intention for interviewing, please refer the media to the public relations department of the Company.



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Article 20: Contract signing and electronic signature

- Please sign contracts based on the approval authority of the Company.
- The Company does not recognize oral or unofficial written contract, unless it is approved by the Legal Affairs Department.
- Hand-written and electronic signature have the same legal effect and they are acknowledged that they may represent the Company.
- No one besides the appointed deputy or the direct supervisor one more level up may sign on your behalf.





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Article 21: Authenticity and accuracy of information disclosure and company record

All business dealings shall be transparent and recorded on the account book and business record of the participant. Information on employees engaged in business dealings, health and safety, environmental activity, business activity, organizational structure, financial condition and performance are disclosed based on applicable regulations and general industrial practices.

- All employees are liable for accuracy of records, information and data on their own business.
- Any company information disclosed publicly must be represented completely, authentically, precisely, punctually, unbiasedly, and understandably.

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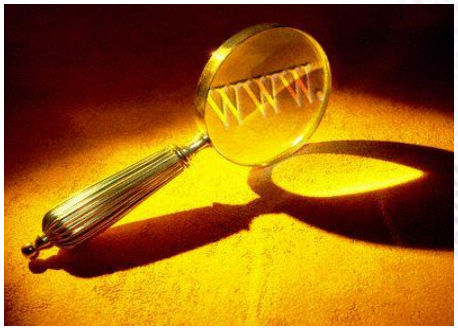
Article 22: Company resource maintenance

- Use of company resources without approval or permission is considered theft.
- All employees are forbidden to cheat, steal, embezzle, misappropriate, or illegally use the resource of the Company.
- Violation against these rules above must be reported to a higher level instantly.



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Article 23: Management system

BenQ establishes the following management system of the BenQ Corporation Code of Conduct, ensures that the requirements of the Code of Conduct are implemented and improvements are made continuously.

- Responsible unit and counseling
  - ✓ The HR department establishes necessary procedures in the Code of Conduct and ensures maintenance and implementation of the content of the Code of Conduct. The audit unit monitors and reviews the content of the Code of Conduct.
  - ✓ Raise any concern regarding the Code of Conduct via the integrity (Integrity@BenQ.com) or HR mailbox (2HR@qisda.com).
  - ✓ The report process after accepting the report: Interview -> Recording -> Investigation
  - ✓ The aforementioned investigation result shall be reported to the senior management and the unit responsible for integrity operation, made into an audit report and submitted to the Board of Directors.
- Education training
  - ✓ Implement education training in the Code of Conduct regularly and keep a record.
- Compliance to the Code of Conduct
  - ✓ All employees of BenQ shall comply with the requirements of this Code of Conduct. Their compliance must be connected to personal performance as reference for remuneration.
- Zero-tolerance
  - ✓ Zero-tolerance policy is adopted for breach of the Code of Conduct. We will investigate into the report and handle it immediately. BenQ will warn the employee orally and in writing if violation is confirmed. The employment contract will be terminated for serious circumstances based on local regulations and employee contract, and punishment and compensation will be imposed according to relevant laws.

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Employee Integrity Commitment

Introduction

I, hereby undertake to comply with the employment agreement entered into with Qisda Corporation and its subsidiaries (hereinafter collectively referred to as the "Company"), as well as all applicable laws, regulations, and the Company's policies. During my employment with the Company, I further undertake to observe the following provisions. Should I violate any of these commitments, I agree to accept disciplinary actions in accordance with the Company's Employee Rewards and Disciplinary Regulations and other applicable policies.

1. The Undersigned undertakes that all actions performed within the scope of his/her duties shall be lawful, proper, and conducted in the best interests of the Company. The Undersigned shall perform all duties objectively, fairly, and efficiently, and shall not use his/her position within the Company to obtain any improper benefit for himself/herself, his/her spouse, parents, children, or relatives within the third degree of kinship.
   Furthermore, the Undersigned shall not engage in any activities that compete with the Company's business, nor assist any third party in competing with the Company. Should any actual or potential conflict arise involving the personal interests of the Undersigned or those of his/her relatives or close associates, such conflict shall be proactively disclosed to the Company.

2. While performing duties on behalf of the Company, the Undersigned shall not, by using the Company's confidential information or position, directly or indirectly solicit, request, offer, promise, give, or accept any remuneration, commission, gift, entertainment, rebate, bribe, kickback, or any other improper advantage.

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3. Any hospitality, entertainment, gifts, or other benefits accepted by the Undersigned shall comply with applicable laws and the Company's internal policies and procedures, and shall not constitute or be construed as a disguised form of bribery.

4. The Undersigned shall not, directly or indirectly, offer, promise, give, request, or accept any unreasonable gifts, hospitality, entertainment, or other improper advantages for the purpose of establishing business relationships or improperly influencing business decisions or transactions.

5. Any charitable donations or sponsorships made by or on behalf of the Company shall comply with applicable laws and the Company's internal policies and procedures, and shall not be used as a means of offering or concealing bribery or other improper benefits.

6. Any direct or indirect political contributions made by the Undersigned to political parties, political organizations, or individuals participating in political activities shall comply with the applicable Political Donations Act and the Company's internal policies and procedures. Such contributions shall not be made for the purpose of obtaining improper business advantages or influencing commercial decisions.

7. The Undersigned shall conduct business fairly and ethically in all dealings with business partners. The Undersigned shall not obtain any improper advantage through manipulation, concealment, abuse of privileged information acquired by virtue of his/her position, misrepresentation of material facts, or any other unfair business practice.

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8. In the performance of his/her duties, the Undersigned shall comply with all applicable laws, regulations, and the Company's internal policies, and shall exercise the duty of due care expected of a prudent manager.
Where the Undersigned suspects or becomes aware of any misconduct, corruption, bribery, fraud, violation of applicable laws or regulations, or violation of the Company's policies, he/she shall promptly report or file a complaint through the designated reporting channels below and provide sufficient information to facilitate an appropriate investigation and follow-up actions by the Company.
The Company shall handle all reports in strict confidence and shall make every reasonable effort to protect whistleblowers acting in good faith from retaliation, discrimination, or any other adverse treatment.

Reporting Channels for Fraud, Corruption, Bribery, and Employee Complaints

External Integrity Mailbox: Integrity@Qisda.com / Internal HR Mailbox: 2HR@Qisda.com

9. The Undersigned hereby declares that he/she has carefully read and understood the <Company's Ethical Corporate Management Best Practice Principles for Qisda>, <Anti-Bribery and Anti-Corruption Policy>, <Anti-Bribery Management Procedures>, <Code of Conduct>, and other applicable policies.
The Undersigned further undertakes to fully comply with the foregoing commitments and all applicable Company policies and procedures. Should the Undersigned violate any provision of this Undertaking, he/she agrees to accept disciplinary actions in accordance with the employment agreement and the Company's applicable regulations.

To:
Qisda Corporation

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