

研華股份有限公司

誠信經營守則施行細則

Advantech Co., Ltd.

Code of Ethics and Business Conduct Implementation rules

修訂日期：2022/3/9

第一條 訂立目的

為落實研華誠信經營守則（下稱本守則），研華股份有限公司（下稱本公司）特制定研華誠信經營原則施行細則（下稱本細則）。

Article 1 PURPOSE

To implement the provisions of the Advantech Co., Ltd. Code of Ethics and Business Conduct (hereinafter referred to as "the Code"), the "Advantech Code of Ethics and Business Conduct Implementation rules" (hereinafter referred to as "the Rule") are specially formulated by Advantech Co., Ltd. (hereinafter referred to as "the Company").

第二條 懲戒

針對本守則第 21 條，本公司應明訂違反誠信經營規定之懲戒制度。若本公司發現有違反本守則之情事，應視情節輕重予以懲處，單位主管知情而不加以糾正或未處理者，亦同。須注意禁止以扣除工資、體罰、精神、身體壓迫或口頭辱罵，作為紀律處分的手段。

Article 2 DISCIPLINE

In response to the provisions of the Code article 21, the Company shall establish a

disciplinary system for violating the Code. If the violation of the Code was founded, the Company will punish it according to the seriousness, and punish those in charge of the unit who know about it but do not correct it or do not handle it. Care must be taken to prohibit wage deductions, corporal punishment, mental or physical coercion or verbal abuse as a means of disciplinary action.

第三條 施 行

本細則經總經理通過後實施。

Article 3 IMPLEMENT

The Rule shall be implemented after being approved by the president.