

英屬開曼群島商六方科技股份有限公司

Sixxon Tech. Co., Ltd

### 檢舉舞弊行為管理辦法

#### Regulations for Reporting of Frauds

- 第一條 依據  
為落實執行本公司誠信經營守則第二十三條之規定，鼓勵檢舉任何舞弊、違反從業道德規範或誠信經營守則之行為，特制定本檢舉舞弊行為管理辦法（下稱「本辦法」）。
- Article 1 Basis for adoption  
The Regulation for reporting in frauds (hereinafter referred to as "the Regulation") is formulated to implement the provisions of Article 23 of the Company's Integrity Management Code, to encourage reporting of frauds and violations of the Code of Ethics or the Code of Business Integrity.
- 第二條 目的  
建立內部檢舉管道及處理制度，使本公司所制定之從業道德規範及誠信經營守則得以落實執行，並確保檢舉人及相對人之合法權益。
- Article 2 Purpose  
The regulation is enacted to establish internal reporting channels and treatment to implement the codes of ethical and codes of business integrity, and to ensure the legitimate rights of informant and relatives.
- 第三條 適用範圍  
本公司及所屬本公司集團之關係企業之全體員工（包含主管及經理人）。
- Article 3 Scope of application  
The regulation and its related procedures are applicable to all employees (including supervisors and managers) of the Corporation and its affiliated companies.
- 第四條 本公司從業道德規範
- 一、全體員工執行業務時，應以誠實信用之態度為之。
  - 二、全體員工執行業務時，應確保商業資料之機密性，並保存完整之記錄。
  - 三、全體員工執行業務時，應遵守智慧財產相關法規，尊重本公司及客戶、供應商或本公司其他業務合作對象之智慧財產權；未經智慧財產權人同意，不得擅自使用、洩漏、處分、毀損或有其他侵害智慧財產權之行為。
  - 四、全體員工執行業務時，應妥善編製、保存相關帳簿、發票、記錄、財務報表或其他文件；且不得於任何相關帳簿、發票、記

- 錄、財務報表或其他文件為不實、隱匿或誤導之聲明或記錄。
- 五、全體員工不得自行開立、維持或使用任何秘密帳戶進行與本公司相關之帳務處理。
  - 六、全體員工不得銷毀、竄改或偽造、變造任何可能與調查、訴訟或法律相關處理程序相關之記錄。
  - 七、全體員工不得向客戶、供應商或本公司其他業務合作對象收取或給予回扣或其他不正當利益，全體員工之家屬亦同。
  - 八、全體員工不得向客戶、供應商或本公司其他業務合作對象收取或給予價值新台幣（下同）3,000 元以上之禮品、現金或其他財貨。
  - 九、全體員工不得對於其從事或監督之業務，利用職務之便，為任何直接或間接圖利之行為，或為其他舞弊情事。
  - 十、全體員工不得對於非其從事或監督之業務，利用職權機會或身份，為任何直接或間接圖利之行為，或為其他舞弊情事。
  - 十一、全體員工不得利用職務上或非職務上之機會，詐取他人財物。
  - 十二、全體員工不得利用職務上或非職務上之機會，侵佔或竊取本公司之任何財物。
  - 十三、全體員工應迴避任何可能存在利益衝突之情況。
  - 十四、全體員工不得利用所知悉之未公開資訊從事內線交易，亦不得洩露予任何第三人，以免第三人利用該未公開資訊從事內線交易。
  - 十五、全體員工不得對政黨或參與政治活動之組織或個人直接或間接提供非法政治獻金。
  - 十六、全體員工不得為不當之慈善捐贈或贊助。
  - 十七、全體員工不得從事固定價格、操縱投標、限制產量與配額，或以分配顧客、供應商、營運區域或商業種類等方式，從事分享或分割市場等不公平競爭之行為。
  - 十八、全體員工不得為其他任何違反法律，或違反社會道德標準之行為。

#### Article 4 Code of ethics of the Corporation

1. All employees should be honest and credible when performing business.
2. All employees shall ensure the confidentiality of business information and keep complete records when performing business.
3. When performing business, all employees should abide by the relevant laws and regulations on intellectual property, and respect the intellectual property rights of the Corporation and its

customers, suppliers, or other business partners of the Corporation; without the consent of the intellectual property owner, unauthorized use, leakage, disposal, and damage or there may be other acts that infringe intellectual property rights.

4. All employees shall properly compile and keep relevant books, invoices, records, financial statements or other documents when performing business; and shall not make any relevant books, invoices, records, financial statements or other documents untrue, concealed or misleading statement or record.
5. All employees shall not open, maintain or use any secret account to deal with the Corporation's accounts.
6. All employees shall not destroy, tamper with, or falsify or alter any records that may be related to investigations, litigation, or law-related processing procedures.
7. All employees shall not receive or grant rebates or other illegitimate benefits from customers, suppliers or other business partners of the Corporation, as do all employees' family members.
8. All employees shall not receive or give gifts, cash or other goods worth NT \$ 1,000 or more to customers, suppliers or other business partners of the Corporation.
9. All employees shall not use the convenience of their duties for any business that they are directly or indirectly profiting from, or for other fraudulent matters, regarding the business they are engaged in or supervise.
10. All employees shall not use the opportunities or identities of their powers for any business that is directly or indirectly profitable, or other frauds, for businesses not engaged in or supervised by them.
11. All employees shall not take advantage of opportunities on the job or non-jobs to fraudulently take possession of others' property.
12. All employees shall not take advantage of opportunities on the job or non-jobs to embezzle or steal any property of the Corporation.
13. All employees should avoid any conflicts of interest.
14. All employees shall not use known and undisclosed information to engage in internal transactions, nor shall they be disclosed to any third party to prevent third parties from using the undisclosed information to engage in internal transactions.
15. All employees shall not provide illegal political contributions directly or indirectly to political parties or organizations or

individuals involved in political activities.

16. All employees shall not donate or sponsor for improper charity.
17. All employees shall not engage in unfair competition such as fixing prices, manipulating bids, restricting output and quotas, or allocating customers, suppliers, operating areas or business types, etc. to share or divide markets.
18. All employees shall not violate other laws or violate social moral standards.

## 第五條

### 檢舉

一、受理單位：由本公司稽核室受理本公司內部同仁及供應商客戶、供應商或本公司其他業務合作對象等之檢舉。

二、檢舉方式：

甲、郵寄信件：將檢舉信件寄至台北市信義區基隆路二段 189 號 13 樓之 13 或至 99 Moo 1, Wellgrow Industrial Estate, Bangna-Trad Km.36 Homsil, Bangpakong, Chachoengsao 24180 Thailand

乙、電子郵件：auditor@thaixon.co.th

丙、電話檢舉：66 38 570029 ext.208 或 886 2 2732 1635

丁、當面檢舉：至本公司稽核室當面陳述檢舉內容。

三、檢舉人應至少提供下列資訊：

甲、檢舉人之姓名及聯絡方式。

乙、被檢舉人之姓名或其他足資識別被檢舉人身分特徵之資訊。

丙、可供調查之具體事證；若無法提供具體事證者，所檢舉事項恐為臆測或推論，則受理單位可不受理。

## Article 5

### Reporting

1. Acceptance unit: The Corporation's audit office will accept complaints from internal colleagues and supplier customers, suppliers or other business partners of the Corporation.
2. Reporting methods:
  - i、 Mail letter: Send the report letter to the audit office on the Rm. 13, 13F., No. 189, Sec. 2, Keelung Rd., Xinyi Dist., Taipei City 110, Taiwan (R.O.C.) or 99 Moo 1, Wellgrow Industrial Estate, Bangna-Trad Km.36 Homsil, Bangpakong, Chachoengsao 24180 Thailand
  - ii、 Email: Send the email to auditor@thaixon.co.th
  - iii、 Telephone report: Call to 66 38 570029 ext.208 或 886 2 2732 1635

- iv、 Face-to-face report to the Corporation's audit office.
- 3. The informant shall provide at least the following information:
  - i、 The name and contact information of the informant.
  - ii、 The name of the person accused or other information sufficient to identify the identity of the person accused.
  - iii、 Specific evidence that can be investigated; if the specific evidence cannot be provided, the reported matter may be speculation or inference, the accepting unit may not accept it.

## 第五條

### 檢舉之處理

- 一、對於檢舉任何違反從業道德規範或舞弊行為之檢舉人，及參與調查過程之員工或任何人，本公司將給予保護，且其身分將絕對保密，並將避免其遭受不當之處置或不公平的報復或對待。
- 二、匿名檢舉：本公司原則上不處理匿名檢舉，惟本公司如認所陳訴之檢舉內容有調查之必要者，仍將分案處理，以作為內部檢討之參考。
- 三、具名檢舉：本公司稽核室收受檢舉後，將成立調查小組，以保密方式處理檢舉案件，藉由獨立管道查證、釐清檢舉意旨及具體事證。
- 四、為維護被檢舉人之權利，避免其遭人挾怨報復，本公司將予被檢舉人申訴之機會。
- 五、檢舉案經查證屬實者，本公司將立即要求被檢舉人停止相關行為，並將視情節輕重，採取各項適當之處分。若情節重大者，除依本公司相關規定處理外，亦將透過法律程序主張民、刑事或行政上之相關程序，以維護本公司之名譽及權益。
- 六、檢舉案經查證屬實者，本公司相關單位應檢討相關內部控制措施度及作業程序，並提出改善措施，以杜絕相同行為再次發生。
- 七、檢舉案之受理、調查過程、調查結果等相關資料均應留存書面文件，並妥善保存5年。保存期限未屆滿前，如發生與檢舉案相關之爭訟時，相關資料應續予保存至該爭訟終結止。

## Article 6

### Process of the report

- 1. For those who report any violations of professional ethics or fraud, as well as employees or anyone involved in the investigation process, the Corporation will protect them, and their identity will be kept strictly confidential, and they will be protected from improper disposal or unfair Of revenge or treatment.
- 2. Anonymous reports: In principle, the Corporation does not handle anonymous reports. However, if the Corporation believes that the

- content of the report of the complaint is necessary for investigation, it will still be divided and handled as a reference for internal review.
3. Named reports: After the Corporation's audit office receives the Informant, it will set up an investigation team to handle the Informant case in a confidential manner, clarify the purpose and specific evidence of the Informant by independent channels.
  4. In order to protect the rights of the accused and avoid reprisals, the Corporation will give the accused the opportunity to appeal.
  5. If the reporting case is proved to be true, the Corporation will immediately request the accused person to stop the relevant behavior, and will take appropriate measures according to the seriousness of the circumstances. If the circumstances are serious, in addition to dealing with the relevant regulations of the Corporation, it will also advocate civil, criminal or administrative related procedures through legal procedures to protect the reputation and rights of the Corporation.
  6. If the reporting case is verified to be true, the relevant unit of the Corporation should review the relevant internal control measures and operating procedures, and propose improvement measures to prevent the same behavior from happening again.
  7. The acceptance, investigation process, investigation results and other relevant materials of the informant case should be kept in written documents and properly kept for 5 years. Before the expiration of the preservation period, if a dispute related to the reporting case occurs, the relevant information shall be kept until the end of the dispute.

第七條 實施與修改

本組織規程經董事會通過後施行，修改時亦同。

Article 7 Implementation and amendment

The Regulations shall take effect after having been submitted to and adopted by the board of directors. Subsequent amendments thereto shall be affected in the same manner.

本組織規程訂定並經中華民國 109 年 7 月 10 日董事會通過。

本組織規程修訂並經中華民國 111 年 5 月 12 日董事會通過。

The Regulations were granted the approval by the board of directors on 10th July 2020

The Regulations were revised the approval by the board of directors on 12th May 2022