

泰博科技股份有限公司 TaiDoc Technology Corporation

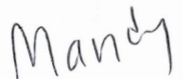
反貪腐與反賄賂政策 Anti-Corruption & Anti-Bribery Policy

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修 訂 記 錄 Records of Revision				
修訂日期 Revised Date	修訂章節 Revised Section	修訂內容 Revised Contents	版本 Edition	修訂 Reviser
July 31, 2026	ALL	新制定 New Enactment	0001	林湘瑜
生效日期	核准 Approval	審查 Inspection	制定 Establishment	
August 12, 2026	陳朝旺 	張素娟 	林湘瑜 	

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1. 政策目的 Policy Purpose

泰博科技股份有限公司（以下簡稱本公司）致力於以誠信、透明及合法之方式經營業務，嚴格禁止任何形式之貪腐、賄賂、回扣、不當利益輸送或其他違反商業道德之行為。本政策旨在建立明確之反貪腐與反賄賂原則，確保所有員工及代表本公司執行業務之相關第三方均遵守適用法律法規及商業道德要求。

The Company is committed to conducting business with integrity, transparency, and in compliance with applicable laws. The Company strictly prohibits all forms of corruption, bribery, kickbacks, improper benefits, or other conduct that violates business ethics. This Policy establishes clear anti-corruption and anti-bribery principles to ensure that all employees and relevant third parties acting on behalf of the Company comply with applicable legal and ethical requirements.

2. 適用範圍 Scope

本政策適用於泰博科技股份有限公司所有董事、經理人、員工、外籍移工、派遣人員、實習生、承攬商、供應商及其他代表本公司執行業務之人員。

This policy applies to all directors, managers, employees, foreign migrant workers, dispatched personnel, interns, contractors, suppliers, and other personnel who represent the company in carrying out business operations at Taidoc Technology Co., Ltd.

3. 政策聲明 Policy Statement

本公司對任何形式之貪腐及賄賂採取 ****零容忍 (Zero Tolerance)**** 原則。

任何人不得直接或間接提供、承諾、支付、要求或收受賄賂、回扣或其他不當利益，以取得或維持商業機會、影響決策或獲得不當優勢。本公司亦禁止透過第三方進行任何形式之不當利益輸送。

The Company adopts a Zero-Tolerance approach to all forms of corruption and bribery.

No person may, directly or indirectly, offer, promise, pay, request, or accept bribes, kickbacks, or any improper benefit in order to obtain or retain business, influence decisions, or gain an improper advantage. The Company also prohibits the use of third parties to provide or receive improper benefits.

4. 禁止行為 Prohibited Conduct

包括但不限於下列行為：

Prohibited conduct includes, but is not limited to :

- 向政府官員、客戶、供應商或其他商業往來對象提供或收受賄賂。

Offering or accepting bribes involving government officials, customers, suppliers, or other business counterparts.

- 提供或接受回扣 (Kickbacks)。

Providing or receiving kickbacks.

- 支付疏通費、方便費或其他不當款項。

Making facilitation payments or other improper payments.

- 以禮品、招待、佣金、捐贈、贊助或其他利益掩飾不當影響。

Using gifts, hospitality, commissions, donations, sponsorships, or other benefits to disguise improper influence.

- 以虛假發票、假合約、不實報支或不完整帳務紀錄掩飾不當付款。

Using false invoices, sham contracts, inaccurate reimbursements, or incomplete records to conceal improper payments.

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5. 禮品與招待 Gifts and Hospitality

員工僅得在符合法律、商業慣例及公司規定之前提下，提供或接受合理、適度、透明且與正常商務往來相關之禮品或招待。不得提供或接受現金、等同現金之利益、過度昂貴之招待，或任何可能影響客觀判斷或造成不當影響之利益。

Employees may only give or receive gifts or hospitality that are lawful, reasonable, modest, transparent, and related to legitimate business activities in accordance with Company rules. Cash, cash equivalents, excessive hospitality, or any benefit that may improperly influence judgment or create the appearance of undue influence is prohibited.

6. 利益衝突 Conflict of Interest

員工應避免任何與公司利益相衝突之情形，包括利用職務為本人、家屬或關係人謀取不當利益。如有實際或潛在利益衝突，應依公司規定主動揭露並接受適當管理。

Employees must avoid situations that may conflict with the interests of the Company, including using their position to obtain improper benefits for themselves, family members, or related persons. Any actual or potential conflict of interest must be proactively disclosed and appropriately managed in accordance with Company rules.

7. 第三方管理 Third-Party Management

本公司要求供應商、代理商、顧問、承包商及其他商業合作夥伴遵守反貪腐與反賄賂原則。必要時，本公司得進行第三方盡職調查、要求簽署相關承諾文件，並將反貪腐條款納入合約。如發現違規情形，本公司得暫停或終止合作關係。

The Company requires suppliers, agents, consultants, contractors, and other business partners to comply with anti-corruption and anti-bribery principles. Where appropriate, the Company may conduct due diligence, require relevant undertakings, and include anti-corruption clauses in contracts. The Company may suspend or terminate business relationships in the event of violations.

8. 帳務紀錄與內部控制 Books, Records, and Internal Controls

本公司應維持適當之帳務紀錄與內部控制制度，確保所有交易真實、完整、準確記錄，並有合法依據及完整憑證。不得設立帳外帳、未揭露帳戶，或以任何方式隱匿付款用途或不當利益輸送。

The Company shall maintain appropriate books, records, and internal controls to ensure that all transactions are recorded accurately, completely, and truthfully, with legitimate business justification and supporting documentation. Off-the-books accounts, undisclosed accounts, or any concealment of payment purposes or improper transfers of benefits are prohibited.

9. 通報與不報復 Reporting and Non-Retaliation

任何員工或第三方如知悉、懷疑或發現可能違反本政策之情形，應透過公司既有申訴或檢舉管道進行通報。本公司承諾對善意通報者提供保密及不報復保護，並對通報案件進行適當調查與處理。

Any employee or third party who becomes aware of, suspects, or identifies a potential violation of this Policy should report it through the Company's established grievance or whistleblowing channels. The Company is committed to maintaining confidentiality, prohibiting retaliation against good-faith reporters, and conducting appropriate investigation and follow-up.

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10. 教育訓練與違規處理 Training and Consequences

本公司將視需要提供反貪腐與反賄賂相關教育訓練與宣導。任何違反本政策之行為，將依公司規章及適用法律採取適當處分，包括但不限於警告、懲處、終止勞動契約或合作關係，必要時並移送主管機關或司法機關處理。

The Company will provide anti-corruption and anti-bribery training and awareness as appropriate. Violations of this Policy may result in disciplinary action in accordance with Company rules and applicable laws, including warnings, sanctions, termination of employment or business relationships, and referral to competent authorities where necessary.

11. 政策審查 Policy Review

本政策由公司人力資源部門負責維護，並依法律法規、客戶要求及營運需要定期檢討與更新。

This policy is maintained by the company's human resources department and will be reviewed and updated regularly in accordance with laws and regulations, customer requirements, and operational needs.

12. 生效日 Effective Date

本政策經董事會審閱並核准通過後公告實施，修正時亦同。並公告於公司內部適當位置及必要之外部平台，使員工、供應商、客戶及其他利害關係人得以知悉。

This policy will be implemented and amended after being reviewed and approved by the Board of Directors. It will also be posted in appropriate locations within the company and on necessary external platforms to ensure that employees, suppliers, customers, and other stakeholders are aware of it.