

MINMAX Anti-Corruption and Bribery Policy

MINMAX TECHNOLOGY CO., LTD, insists on the policy of conducting all of its business activities in a moral and responsible way. Integrity is a fundamental value at Minmax, we fight corruption and bribery with zero tolerance. Therefore, this Anti-Corruption and Anti-Bribery Policy sets out to prevent bribery and any forms of corruption.

1. Definition

A corruption or bribe could be made by or take the form of monetary or non-monetary, tangible or intangible. Any actions or behaviors that unfairly influence a third party or profit oneself at the expense of the business, no matter in any form, are all examples of corrupt practices.

2. Scope

A. The members at Minmax:

Including the board of directors, managers, employees, consultants, and anyone who works for, works with, is involved or is close to the members of the Company.

B. Business Partner:

Including contractors, sub-contractors, suppliers, manufacturers, distributors, and other partners who have business activity with Minmax.

C. All of the members listed above are prohibited from receiving, possessing, maintaining, or trying to seek any improper benefits or profits for or from any person or group, no matter whether through a direct or indirect method.

D. Minmax business partner shall submit the honesty statement to commit to and follow the Anti-Corruption and Bribery Policy.

E. The value or price of "the profit" is not the criteria for the violation.

F. This policy also applied to the deals between private corporations and the government.

3. Violation of the Policy

Minmax will sternly take legal action after the violation occurs.

4. Complaint Channel

A. Minmax has built a system to receive and investigate the actions of corruption and bribery

immediately in a highly confidential way, right after the complaint takes place.

- B. The complaint channel needs to receive and accept the complaint and take immediate action to look into the matter and all of the relevant parties who might be involved in the violation of the policy.
- C. Any Minmax employees or business partners who find any behaviors or actions that violate the Policy, should contact the complaint channel immediately for support. Minmax commits that all of the processes will be strictly confidential in order to prevent avengement and protect the safety of the complainant in any case.
- D. Complaints or any questions, please contact with the mail directly at lester0421@minmax.com.tw.


5. Training and updates

A. In order to strengthen the moral corporate management standards at the Company, and make sure all of the members have a thorough understanding of relevant regulations and the potential risks and consequences of any violations. The training courses for Anti-Corruption and Bribery are regularly held to enhance knowledge regarding the Company's anti-corruption and anti-bribery policies for all of the members.

B. Minmax will thoughtfully review, evaluate, and update the Policy regularly, to make sure all of the Policy are the latest and suitable for the current status.

MINMAX TECHNOLOGY CO., LTD

Signature



Name/ Title

Michael Cheng / President

Date

2023/09/13