

SinoPac Financial Holdings Company Limited Procedures for Ethical Management and Guidelines for Conduct

Enacted Unit: Legal & Compliance Division

Approved Level: Board of Directors

Article 1 Purpose of adoption and scope of application

AArticle7

Article 11

Article 13 Prohibition against disclosure of confidential information

All personnel of the Company shall engage in business activities in accordance with applicable competition laws and regulations

Company shall evaluate the legality and ethical management policy of the party and ascertain whether

The Company shall link ethical management to employee performance