

2025年推動企業誠信經營 政策報告

CTCI Corporate Integrity Operation Policy for 2025



人力資源部 HR Department
December 12, 2025

本報告業已提報114年12月12日第16屆第16次董事會

This report has been submitted to the 16th meeting of the 16th board of directors on Dec. 12, 2025.

依據主管機關要求，報告中鼎落實誠信經營情況

According to the request of the authority, we report the implementation of “CTCI Group Ethical Corporate Management.”

1.執行單位 Executive Unit：人力資源部 HR Department

2.執行事項 Executive Item：

2-1 訂定「中鼎集團道德行為準則」、「中鼎集團誠信經營守則」經董事會通過，
並公開揭露於公司官網中

The “Codes of Ethical Conduct” and “CTCI Group Ethical Corporate Management Best Practice Principles” were approved by the board of directors and disclosed publicly on CTCI official website.

中鼎集團道德行為準則 Codes of Ethical Conduct：

<https://www.ctci.com/www/ctci2022/pdf/ch/PG74-F26.pdf>

中鼎集團誠信經營守則 CTCI Group Ethical Corporate Management Best Practice Principles：

<https://www.ctci.com/www/ctci2022/pdf/ch/PG74-F18.pdf>

2-2 今年新增發行「反貪腐、反賄絡及反洗錢政策」並揭露在公司官網。

This year, a new “CTCI Group Anti-Corruption, Anti-Bribery, and Anti-Money Laundering Policy” was issued and disclosed on the CTCI website.

<https://www.ctci.com/csr/upload/page/PG2262-F1.pdf>

參考DJBICI的指標，依據公司已發行之下列規章辦法，將集團在反貪腐、反賄絡及反洗錢之相關政策及行動準則，臚列新增制訂該政策，公開聲明採取零容忍的方式處理。

Referring to DJBICI's indicators and based on the following regulations and rules already issued by CTCI, CTCI Group has outlined the relevant policies and codes of conduct regarding anti-corruption, anti-bribery, and anti-money laundering, and has newly established these policies, publicly declaring a zero-tolerance approach in handling such matters.

- 中鼎集團道德行為準則 Codes of Ethical Conduct
- 中鼎集團誠信經營守則 CTCI Group Ethical Corporate Management Best Practice Principles
- 中鼎集團廠商行為準則 CTCI Vendor Code of Conduct
- 員工道德行為細則 Guidelines for ethical conduct
- 檢舉作業管理辦法 Accusation Management Regulations
- 同仁獎懲辦法 Employees Reward and Punishment Regulations

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2-3 建立CTCI企業文化 (誠信、專業、團隊、創新)，訂定主管與員工之行為指標，從制度面和文化形塑面雙管齊下，將企業文化置於績效考評項目中，不定期於內網宣導。

By establishing CTCI corporate culture (integrity, professionalism, teamwork, innovation) and setting the behavioral indicators of managerial and non-managerial, we contribute to both the system and the cultural shaping aspect. Besides, corporate culture is viewed as an evaluation item in annual appraisal, and occasionally promote on the intranet.



誠信(Integrity):信守對利害關係人的承諾		
	主管正面行為	員工正面行為
廉潔 Incruption	<ul style="list-style-type: none">遵守並宣達道德、倫理、專業標準、規章和組織政策 Abides by and addresses ethical, moral, and professional standards and regulations, and organization policies.獎勵符合價值觀的行為並制止不吻合的行為 Encourages positive behaviors and discourages negative behaviors.制訂決策時，將組織的利益放在首位 Prioritizes organizational interest when making decisions.	<ul style="list-style-type: none">遵守法律、員工規範、制度與流程 Adheres to laws, employee regulations and procedures.公平公正的選擇合格的供應商 Selects qualified suppliers in a fair and just manner.
承諾 Commitment	<ul style="list-style-type: none">即使在壓力下，也能按照組織價值觀和標準行事 Adheres to organizational values and standards in all situations, including when under pressure.履行對客戶的承諾 Carries out commitments to customers.	<ul style="list-style-type: none">說到做到，言行一致 Honors commitments.不畏阻撓和困難，堅持到底，使命必達 Perseveres and persists to get the job done.
誠實 Honesty	<ul style="list-style-type: none">對於無利於組織的政策或決策能直接澄清並提出自己的疑問 Directly clarifies and questions policies or decisions that are not in the interest of the organization.面對壓力或衝突時，能勇於理性的表達立場 Communicates rationally when encountering pressure or conflict.	<ul style="list-style-type: none">檢舉、揭發、制止損害組織利益的行為 Reports, discloses, and prevents behaviors damaging to the organization.不掩蓋問題，及時並如實地回饋給相關的同事，以便運用團隊的力量解決問題 Never conceals problems and provides prompt and accurate feedback to relevant colleagues to solve problems through teamwork.

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2-4 藉由以下活動重點重申和強化員工誠信信念 – 廉潔、承諾與誠實，包含：

Focus on reaffirming and strengthening employees' belief in integrity, including Incorruption, Commitment and Honesty, through the following activities:

- 辦理企業文化深化信賴訓練課程，累計6,822人次完訓。
Handle the training course “The Journey of Reliability Workshop.”, total of 6,822 people have completed training.
 - 辦理全員線上道德誠信訓練課程及聲明簽署(12/11~12/31)，預計100%完成。
Handle online ethics and integrity training courses and finish statement signing for all employees(12/11~12/31), Expected to be 100% complete.
 - 辦理文化活動
 - 2025 每季推廣集團多元共融及企業文化給全體集團同仁了解，
In 2025, each quarter will promote the group's diversity and inclusion as well as corporate culture to all group employees.
- Q1:婦女節Women's Day，Q2:泰國潑水節Songkran Happily，Q3:工程師節Happy Engineer's Day，
Q4:團隊感謝週Employee Appreciation Week



誠信 Integrity



專業 Professionalism



團隊 Teamwork



創新 Innovation

2-5 暢通員工舉報作業管道，提升同仁揭弊決心：

Smooth the channels for employees to report and improve the determination of colleagues to expose fraud:

- 續辦員工意見單一管理平台(含第三方檢舉平台)俾利調查、處理與紀錄。
Continue to operate a single management platform for employee opinions (including a third-party reporting platform) to facilitate investigation, process and record.
- 每季彙整舉報清單，並寄送予獨立董事知悉參閱。
A report list is compiled every quarter and sent to the independent directors for their information and reference.
- 2024/10/1~2025/9/30接獲舉報27件。其中3件依調查結果，已提送獎懲評議委員會懲處，並加強宣導個人社交媒體的使用。

From Oct.1,2024 to Sep.30,2025, 27 reports were received . According to the investigation results, 3 cases have been referred to the Reward and Punishment Committee for punishment, and efforts have been made to strengthen guidance on the use of personal social media.



