

Ethical Corporate Management Best Practice Principles

Chapter 1. General Provisions

Article 1. These Principles are adopted to assist the Company to foster a corporate culture of ethical management and sound development, and offer a reference framework for establishing good commercial practices.

These Regulations shall apply to the Company's subsidiaries, any foundation to which the Company's direct or indirect contribution of funds exceeds 50 percent of the total funds received, and other institutions, juridical persons, or business groups which are substantially controlled by the Company.

Article 2. When engaging in commercial activities, Directors, Supervisors, managerial officers, and employees of the Company or persons having substantial control over such companies ("substantial controllers") shall not directly or indirectly offer, promise to offer, request or accept any improper benefits, nor commit unethical acts including breach of ethics, illegal acts, or breach of fiduciary duty ("unethical conduct") for purposes of acquiring or maintaining benefits.

Parties referred to in the preceding paragraph include civil servants, political candidates, political parties or staff members of political parties, state-run or private-owned businesses or institutions, and their directors, supervisors, managerial officers, employees, substantial controllers or other stakeholders.

Article 3. The Company complies with the Company Act, Securities and Exchange Act, Business Entity Accounting Act, Political Donations Act, Anti-Corruption Act, Government Procurement Act, Act on Recusal of Public Servants Due to Conflict of Interest, TWSE/TPEX listing rules, or other laws or regulations regarding commercial activities, as the underlying basic premise to facilitate ethical corporate management.

Article 4. The Company shall abide by the operational philosophies of honesty, transparency and responsibility, formulate policies based on the principle of good faith, and establish good corporate governance and risk control and management mechanism so as to create an operational environment for sustainable development.

Article 5. The Company shall, based on the operational philosophies and policies specified in the previous paragraph, negotiate and communicate with employees or members of other representative agencies in accordance with related laws and regulations of the jurisdictions where the Company, business group, and organizational operations are located. In circumstances where the Principles are inadequate in the provision of guidance, the Company shall establish programs to forestall unethical conduct, including operational procedures, guidelines, and training.

Article 6. The Company, business group, and organization shall clearly specify in rules and external documents the ethical corporate management policies that have been formulated, whereas the Board of Directors and members of management shall demonstrate commitment to the thorough implementation of such policies, which shall be rigorously applied to all aspects of internal management and commercial activities. The Company's person in charge and high-level management personnel shall clearly demonstrate their clear and active commitment to the implementation of good faith and ethical principles and provide leadership, resources, and active support to members of management in the implementation of the Principles to ensure clear internal division of work in the Company's implementation of the Principles.

Article 7. The Company's Board of Directors shall exercise the due care of good administrators by urging the Company to prevent unethical conduct, continuously reviewing the results of the preventive measures, and making due adjustments so as to ensure the thorough implementation of ethical corporate management policies.

Article 8. The Directors, Supervisors, managerial officers, employees, and substantial controllers of the Company shall adhere to legal requirements and prevent unethical conducts throughout all aspects of the Company's business operations.

Chapter 2. Definitions

Article 9. The term "benefits" specified in these Principles refer to any items of value, including money, endowments, commissions, positions, services, preferential treatment or rebates of any type or in any name. Benefits received or given occasionally in accordance with accepted social customs and that do not adversely affect specific rights and obligations shall be excluded.

Article 10. The term "unethical conduct" specified in these Principles refers to the direct or indirect offer, promise to offer, request or acceptance of any improper benefits, or unethical conduct including breach of ethics, illegal acts, or breach of fiduciary duty for purposes of acquiring or maintaining benefits.

Article 11. The term "request" specified in these Principles refers to the request for payment to the counterparty in exchange for agreement or compliance. Once a request has been provided, it shall be deemed as an act of corruption regardless of whether the counterparty has agreed or complied.

Article 12. The term "bribe" specified in these Principles refers to the direct or indirect offer, promise to offer, request or acceptance of any improper benefits including provision of any rebates, commissions, or facilitation fees of any ratio to the following individuals or the provision or acceptance of improper benefits to and from customers, agents, contractors, suppliers, civil servants, government officials, members of any organization, or other stakeholders for the purposes of acquiring, maintaining, operating, or ensuring any improper benefits: Civil servants; Political candidates, political parties or staff members of political parties; Any employee of private businesses (including any individuals of any position in charge of management or work in a private business).

Article 13. The term "improper benefits" specified in these Principles refers to any and all tangible or intangible benefits besides money that are used to satisfy people's desires such as debt relief, job introduction and entertainment.

Chapter 3. Operating Procedures and Guidelines on the Prevention of Unethical Conduct

Section 1 Bribery and improper benefits

Article 14. The Directors, Supervisors, managerial officers, employees, and substantial controllers of the Company shall not directly or indirectly offer, promise to offer, request, present or accept any form of bribe or improper benefits in the Company's operations and business. However, benefits in compliance with the local laws of the place of business operations shall not be restricted.

The Company prohibits employees from arranging or accepting bribes or improper benefits provided by customers, agents, contractors, suppliers, their employees, or government officials on behalf of themselves, their family, friends, colleagues, or acquaintances.

Article 15. The Directors, Supervisors, managerial officers, employees, and substantial controllers of the Company shall not directly or indirectly provide or accept any unreasonable gifts, entertainment, or other improper benefits for the purpose of establishing business relations or influencing business transactions.

The administrator shall carry out his/her duties as a prudent administrator and periodically review unreasonable expenditures.

Section 2 Political donation

Article 16. The Directors, Supervisors, managerial officers, employees, agents, and substantial controllers of the Company shall not directly or indirectly provide political donation to political parties, organizations or individuals involved in political activities for business interest, trade advantages, or personal improper benefits.

Article 17. All political donations by the Company shall comply with the Political Donations Act, Income Tax Act, and other related laws and regulations. Political donations require approval in accordance with the Company's approval authority chart and shall be carried out in accordance with accounts payable procedures and payment procedures. Legal political contribution receipts shall also be obtained and reported within the specified period in accordance with laws and regulations.

The Company shall publicly disclose all its political donations and maintain intact written records.

Section 3 Charitable donation

Article 18. Directors, Supervisors, managerial officers, employees, and substantial controllers of the Company shall not provide disguised bribes to charities whose charitable donations are managed by individuals, transaction counterparties, or government officials in the form of donation or sponsorship for the purpose of securing business interests, obtaining business trade advantages, or gaining personal improper benefits, or to entities other than the "educational, cultural, public welfare and charitable organizations or institutions" specified in Article 11, Paragraph 4 of the Income Tax Act.

The Company prohibits all charitable donations that include reciprocation in the form of contract performance conditions favorable to the donor or rebates.

Article 19. All charitable donations or sponsorships by the Company shall comply with the Income Tax Act and other related laws and regulations. Charitable donations require approval in accordance with the Company's approval authority table and shall be carried out in accordance with accounts payable procedures and payment procedures. Legal donation receipts shall also be obtained and reported within the specified period in accordance with laws and regulations.

The Company shall public disclose all its charitable donations and sponsorships and maintain intact written records.

Section 4 Duty-related conflicts of interest

Article 20. In the event of related conflicts of interest involving the Directors, Supervisors, or managerial officers of the Company, the conflict of interest shall be processed in accordance with the Company's Code of Ethical Conduct and Board of Directors Meeting Procedures.

Article 21. The Company's employees shall actively inform senior management if they are involved with potential conflicts with their personal interests. The senior management shall determine the conditions of the potential conflict of interest and, where necessary, assign personnel who hold no interest in the matter to act on behalf of the employees.

Section 5 Confidential and sensitive business information

Article 22. The Directors, Supervisors, managerial officers, or employees of the Company shall adhere to related provisions in the Company's Code of Ethical Conduct when dealing with confidential and sensitive business information.

Section 6 Unethical conduct of suppliers, customers, and business transaction counterparties

Article 23. The Company shall evaluate the legal compliance and unethical conduct records of its agents, suppliers, customers, or other business transaction counterparties. It is advisable not to conduct transactions with those with records of unethical conduct.

When the Company signs contracts with other entities, it is advisable to include provisions requiring compliance to its ethical business policies and termination or cancellation of the contract at any time in the event of unethical conduct by the transaction counterparty.

Chapter 4. Supervision and penalties

Article 24. The Company shall conduct education, training, or announcements to its Directors, Supervisors, managerial officers, employees, and substantial controllers and invite counterparties who engage in business activities with the Company to participate, thus enabling them to fully understand the Company's resolve and policy for ethical business practices, measures for preventing unethical behavior as well as the consequences of violation.

Article 25. The Company may not make use of external accounts or maintain secret accounts.

If Company's internal audit personnel discover unethical conduct when carrying out auditing operations, they shall immediately formulate an auditing report and submit it to the Board of Directors.

Article 26. The Company shall appropriately disclose the status of its ethical management on the company website, annual reports, and prospectuses.

Article 27. The Company shall provide legitimate reporting channels and maintain the confidentiality of informant identity and reported content. The reports shall be duly verified and penalties shall be administered in accordance with Company regulations after related evidence has been verified by appropriate personnel.

If the violator was instigated to violate the regulations of these Principles, the violator shall be required to prove that he/she has performed due care of the matter; if there is reason to believe that such actions were not intentional or deliberate, the penalty may be adjusted as is appropriate.

Article 28. Violators of these Principles shall be severely disciplined by the Company in accordance with the Company's reward and discipline regulations; violators of the law shall be brought to justice in accordance with the law, and violators that cause damage to the Company shall be held fully liable for compensation in accordance with the law.

Chapter 5 Amendment Procedures

Article 29. The Company shall closely monitor the development of regulations related to ethical management at home and abroad at all times, and solicit opinions and suggestions from Directors, Supervisors, managerial officers and employees so that the Company is able to review and improve the ethical management principles it has previously stipulated in order to enhance the outcomes of the Company's ethical management.

Article 30. The Company's "Ethical Corporate Management Best Practice Principles" shall be delivered to the Supervisors following approval in the Board of Directors meeting and submitted to the shareholders' meeting. The same shall apply to any subsequent revisions.