

## **Ethical Corporate Management**

To achieve robust ethical corporate management, the Operations Management Center concurrently engages in promoting ethical corporate management within the Company with sufficient resources and qualified personnel to establish, implement, and supervise the ethical corporate management policy and prevention of unethical behavior. Besides reporting to the Board regularly (at least once a year), the Center's functions and duties are as follows:

- I. Assisting in integrating ethics and integrity into the corporate business strategy and ensuring preventive action against unethical behavior with respect to related laws and regulations.
  - II. Periodically analyzing and assessing the risk of unethical behavior to draw up plans for preventing unethical behavior, and establishing related SOPs for each plan and the "Procedure for Ethical Corporate Management and Guidelines for Conduct".
  - III. Planning the internal organization, staffing, and duties, and designing check and balance mechanisms for business activities with higher risks of unethical behavior.
  - IV. Implementing and coordinating the promotion and training of the ethical corporate management policy.
  - V. Planning the whistle-blowing system and ensuring the effectiveness of its implementation.
  - VI. Assisting the Board and management in auditing and evaluating if the preventive measures against unethical behavior are implemented effectively, evaluating the compliance with related SOPs, and issuing related reports. The Operations Management Center concurrently engages in promoting ethical corporate management and reports to the Board each year.
- I. To establish a corporate culture of ethical corporate management and ensure its robust development, we have established the "Ethical Corporate Management Best Practice Principles", whose establishment, amendment, and abolishment must be approved by the Board. The Board shall make its best effort to supervise unethical behavior to ensure that the ethical corporate management policy is implemented effectively.

2. To implement ethical corporate management and the value and spirit of integrity and shape a corporate culture of ethical corporate management, we include ethical corporate management in the education and training for new employees for them to understand our direction and policy of ethical corporate management. In addition, besides emphasizing the importance of ethical corporate management at various meetings every year, we arrange related education, training, and promotion activities (legal compliance for ethical corporate management, RBA promotion, and non-disclosure of material inside information) for employees.
3. We have established the “Regulations for Reporting Illegal Acts and Unethical Behavior”, internal and external reporting channels and management systems to ensure the effective implementation of the “Ethical Corporate Management Best Practice Principles” and ensure the legal rights and interests of both whistleblowers and respondents.
4. In February 25, 2021, we reported the state of implementation to the Board.

## **Participation in Education, Training, and Promotion Activities in 2021**

In 2021, we provided three hours of e-learning courses and tests on ethical corporate management (including legal compliance for ethical corporate management, RBA promotion, and non-disclosure of material inside information) for 71 new employees in related training, education, and promotion activities.

After course completion, related materials were posted on the employee portal for access by all employees (nearly 540) for promotion of ethics, integrity, and non-disclosure obligation.

The 2021 state of implementation will be reported to the Board in 2022Q1.