

Integrity Management Code

Article 1: Purpose and Scope

This code is established to foster a culture of integrity and sound development, aiming to create a good business operation model. It applies to the company and its subsidiaries.

Article 2: Prohibition of Dishonest Conduct

Directors, independent directors, managers, employees, appointees, or those with substantial control (hereinafter referred to as substantial controllers) must not directly or indirectly offer, promise, request, or accept any improper benefits or engage in other dishonest acts to gain or maintain benefits (hereinafter referred to as dishonest conduct).

The above applies to interactions with public officials, political candidates, political parties or their members, and any public or private enterprises or institutions and their directors, supervisors, managers, employees, substantial controllers, or other stakeholders.

Article 3: Definition of Benefits

Benefits refer to anything of value, including money, gifts, commissions, positions, services, preferential treatment, rebates, etc. However, normal social etiquette and occasional acts without affecting specific rights and obligations are not included.

Article 4: Compliance with Laws

The company shall comply with the Company Act, Securities and Exchange Act, Business Accounting Act, Political Donations Act, Anti-Corruption Act, Government Procurement Act, Public Officials Conflict of Interest Act, relevant regulations for listed companies, and other relevant laws to implement integrity management.

Article 5: Policy

The company shall establish policies based on integrity, transparency, and responsibility, and create a good corporate governance and risk control mechanism to ensure sustainable development.

Article 6: Prevention Program

The company's integrity management policy shall be clearly and comprehensively defined in the "Corporate Ethics and Business Conduct Guidelines," including specific practices and prevention programs (hereinafter referred to as prevention programs), such as operational procedures, behavior guidelines, and training.

The prevention programs shall comply with relevant laws in the locations where the company and its subsidiaries operate.

Article 7: Measures of Prevention Programs

When formulating prevention programs, the company shall analyze business activities with higher risks of dishonest conduct and strengthen relevant preventive measures.

The prevention programs shall at least cover the following behaviors:

1. Bribery and acceptance of bribes.
2. Providing illegal political donations.
3. Improper charitable donations or sponsorships.
4. Offering or accepting unreasonable gifts, hospitality, or other improper benefits.
5. Infringement of trade secrets, trademarks, patents, copyrights, and other intellectual property rights.
6. Engaging in unfair competition.
7. Directly or indirectly harming the rights, health, and safety of consumers or other stakeholders during the research, procurement, manufacturing, provision, or sale of products and services.

Article 8: Commitment and Implementation

The company and its subsidiaries shall explicitly state their integrity management policy in their regulations and external documents, and the board of directors and management shall actively implement the integrity management policy in internal management and business activities.

Article 9: Integrity in Business Activities

The company shall conduct business activities based on the principles of integrity, fairness, and transparency.

Before engaging in business dealings, the company shall consider the legality and integrity of agents, suppliers, customers, or other business partners to avoid transactions with those involved in dishonest conduct.

Contracts with agents, suppliers, customers, or other business partners shall include clauses requiring compliance with the integrity management policy and allowing termination of the contract if the counterparty is involved in dishonest conduct.

Article 10: Prohibition of Bribery and Acceptance of Bribes

The company and its directors, independent directors, managers, employees, appointees, and substantial controllers shall not directly or indirectly offer, promise, request, or accept any form of improper benefits from customers, agents, contractors, suppliers, public officials, or other stakeholders while performing their duties.

Article 11: Prohibition of Illegal Political Donations

The company and its directors, independent directors, managers, employees, appointees, and substantial controllers shall comply with the Political Donations Act and internal procedures when making donations to political parties or individuals involved in political activities, and shall not seek commercial benefits or transaction advantages through such donations.

Article 12: Prohibition of Improper Charitable Donations or Sponsorships

The company and its directors, independent directors, managers, employees, appointees, and substantial controllers shall comply with relevant laws and internal procedures when making charitable donations or sponsorships and shall not use them as a means of bribery.

Article 13: Prohibition of Improper Benefits

The company and its directors, independent directors, managers, employees, appointees, and substantial controllers shall not directly or indirectly offer or accept any unreasonable gifts, hospitality, or other improper benefits to establish business relationships or influence business transactions.

Article 14: Prohibition of Intellectual Property Infringement

The company and its directors, independent directors, managers, employees, appointees, and substantial controllers shall comply with intellectual property laws, internal procedures, and contractual provisions, and shall not use, disclose, dispose of, or damage intellectual property without the owner's consent.

Article 15: Prohibition of Unfair Competition

The company shall conduct business activities in accordance with relevant competition laws and shall not engage in price-fixing, bid-rigging, production restrictions, quota limitations, or market division by customers, suppliers, operating regions, or business types.

Article 16: Prevention of Harm to Stakeholders

The company and its directors, independent directors, managers, employees, appointees, and substantial controllers shall ensure transparency and safety of product and service information during research, procurement, manufacturing, provision, or sale, and shall establish and disclose policies to protect the rights of consumers and other stakeholders, implementing them in business operations to prevent direct or indirect harm to their rights, health, and safety. If there is evidence that products or services may endanger the safety and health of consumers or other stakeholders, the company shall recall the products or cease the services.

Article 17: Organization and Responsibility

The company's directors, independent directors, managers, employees, appointees, and substantial controllers shall fulfill their duty of care to prevent dishonest conduct, continuously review the effectiveness of implementation, and make improvements to ensure the implementation of the integrity management policy.

The company shall establish a Financial and Administrative Management Center responsible for formulating and supervising the implementation of the integrity management policy and prevention programs, reporting regularly to the board of directors.

Article 18: Compliance with Laws in Business Execution

The company's directors, independent directors, managers, employees, appointees, and substantial controllers shall comply with laws and prevention programs while performing their duties.

Article 19: Conflict of Interest Avoidance

The company shall establish a policy to prevent conflicts of interest, identify, monitor, and manage risks that may lead to dishonest conduct, and provide appropriate channels for directors, independent directors, managers, and other stakeholders attending or participating in board meetings to proactively disclose potential conflicts of interest.

Directors, independent directors, managers, and other stakeholders attending or participating in board meetings shall disclose significant content of their interests in board proposals. If there is a risk of harming the company's interests, they shall not participate in discussions or voting and shall avoid the discussion and voting process, and shall not act as proxies for other directors.

Directors, independent directors, managers, employees, appointees, and substantial controllers shall not use their positions or influence in the company to obtain improper benefits for themselves, their spouses, parents, children, or any other person.

Article 20: Accounting and Internal Control

The company shall establish effective accounting and internal control systems for business activities with higher risks of dishonest conduct, and shall not have off-the-books accounts or secret accounts. These systems shall be reviewed continuously to ensure their effective design and implementation.

The internal audit unit shall regularly audit the compliance of the above systems and report to the board of directors. Accountants may be appointed to conduct audits, and professionals may be engaged if necessary.

Article 21: Procedures and Guidelines

The company shall establish procedures and guidelines in accordance with Article 6, specifying the matters that directors, independent directors, managers, employees, and substantial controllers should pay attention to while performing their duties. The content shall at least cover the following:

1. Standards for identifying improper benefits.
2. Procedures for handling legal political donations.
3. Procedures and standards for handling proper charitable donations or sponsorships.
4. Regulations for avoiding conflicts of interest related to duties, and their reporting and handling procedures.
5. Confidentiality regulations for confidential and commercially sensitive information obtained in business.
6. Regulations and procedures for dealing with suppliers, customers, and business partners involved in dishonest conduct.
7. Procedures for handling violations of the corporate integrity management code.
8. Disciplinary actions for violators.

Article 22: Education and Training

The chairman, general manager, or senior management shall regularly convey the importance of integrity to directors, employees, and appointees. The company shall regularly conduct education and training for directors, independent directors, managers, employees, appointees, and substantial controllers, and invite business partners to participate, ensuring they fully understand the company's commitment, policies, prevention programs, and consequences of violating dishonest conduct.

The company shall integrate the integrity management policy with employee performance evaluations and human resource policies, establishing a clear and effective reward and punishment system.

Article 23: Whistleblowing System

The company shall establish a specific whistleblowing system and ensure its implementation, covering at least the following:

1. Establish and announce internal independent whistleblowing mailboxes and hotlines, or entrust other external independent institutions to provide whistleblowing mailboxes and hotlines for internal and external personnel.
2. Assign dedicated personnel or units to handle whistleblowing cases. If the case involves directors or senior executives, it shall be reported to independent directors, and the categories and investigation procedures of whistleblowing matters shall be specified.
3. Record and preserve the acceptance, investigation process, investigation results, and related documents of

Article 23: Whistleblowing System (continued)

3. Record and preserve the acceptance, investigation process, investigation results, and related documents of whistleblowing cases.
4. Ensure the confidentiality of the whistleblower's identity and the content of the report.
5. Protect whistleblowers from improper treatment due to their reports.
6. Provide rewards for whistleblowers.

If the dedicated personnel or unit handling the whistleblowing case discovers significant violations or potential major damage to the company, they shall immediately report in writing to the independent directors.

Article 24: Disciplinary and Appeal System

The company shall establish and announce a disciplinary and appeal system for violations of the integrity management regulations, and promptly disclose the title, name, violation date, content, and handling status of the violators on the company's internal website.

Article 25: Information Disclosure

The company shall establish quantitative data for promoting integrity management, continuously analyze and evaluate the effectiveness of the integrity policy, and disclose the measures, implementation status, quantitative data, and effectiveness of the integrity management on the company's website, annual report, and prospectus. The content of the integrity management code shall also be disclosed on the Market Observation Post System.

Article 26: Review and Amendment of Integrity Management Policies and Measures

The company shall continuously monitor the development of domestic and international integrity management regulations and encourage directors, independent directors, managers, and employees to provide suggestions for reviewing and improving the company's integrity management policies and measures to enhance the effectiveness of integrity management.

Article 27: Implementation

The integrity management code shall be implemented after approval by the board of directors and the same applies to amendments. This code was established on November 7, 2014. First amendment on March 13, 2015. Second amendment on November 10, 2017.