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## Chapter 1 General Provisions

Article 1 This code of practice has been established by this company to serve as specifications for the implementation of corporate social responsibility (CSR), promotion of balance between economics, society, and the environment, and to maintain sustainable development.

Article 2 The scope of this code includes all the operating activities of this company and all group enterprises belonging to this company.

While this code encourages this company to engage in corporate management, it also facilitates active implementation of CSR that conforms to international trends that balanced environmental, social, and corporate governance development. Corporate citizens play a role in their economic contributions toward the nation, improving the living quality of workers, communities, and society at large, and promoting competitive advantage based on corporate responsibility.


Article 3 To fulfill CSR, this company respects social ethics and focuses on the rights and interests of other stakeholders. The same time this company pursuits sustainable management and profit, it also values environmental, social, and corporate governance factors, and include these factors into company management and operations.

Article 4 To implement CSR, this company conforms to the following principles:

1. Realistically implement corporate governance.
2. Develop sustainable environment.
3. Maintain social welfare.
4. Strengthen CSR information disclosure.

Article 5 This company shall follow all laws and regulations and specifications in contract signed between this company and the Taiwan Stock Exchange. This company shall set CSR policies, systems, or relevant management systems according to domestic and international CSR development trends, this company's operating activities, and the operating activities of all group enterprises belonging to this company. These policies and systems shall also be approved by the board of directors before they are enacted.

## Chapter 2 Realistically implementing corporate governance

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Article 6 This company’s board of directors shall fulfill their obligations as benevolent managers, promote this company’s implementation of social responsibilities, and be ready to discuss implementation results and improvements when necessary to ensure the implementation of CSR policy.

This company’s board of directors shall fulfill CSR based on the following aspect:

1. Including CSR into this company’s operating activities and development direction.
2. Propose CSR mandates (or vision and value) and set CSR policy.
3. Ensure CSR related information disclosure.

Article 7 To strengthen CSR management, this company has assigned Chairman’s Office as the designated unit responsible for CSR policy and system proposition and implementation. The office will make a report to the board every half year.


Article 8 This company should respect the rights and interests of stake holders, identify this company’s stakeholders, and appropriately communicate with stakeholders and invite them to participate. This way, the company can understand their reasonable expectations and requirements, and respond to CSR topics important to stakeholders.

Article 9 This company shall conform to Corporate Governance Code of Practice and Guidelines for Director, Supervisor, and Manager Ethics to build comprehensive corporate governance.

Article 10 The operating activities of this company shall conform to relevant regulations and realistically follow the following items to construct a fair and competitive environment:

1. Avoid engagement in behaviors that violate fair competition.
2. Realistically fulfill tax responsibilities.
3. Act against corruption and bribery and build an appropriate management system.
4. Corporate donations that conform to internal processing procedures.

Article 11 This company shall hold regular director and employee corporate ethics training and announce preceding articles. Worker performance appraisal system shall be integrated and clear and effective reward and punishment system set up.

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### Chapter 3 Develop Sustainable Environment

Article 12 This company shall follow environment related laws and relevant international guideline specifications, appropriately care for the natural environment, and work towards environmental sustainability objectives when carrying out business activities.

Article 13 This company shall work toward improving the utilization effectiveness of various resources and use renewable materials that have lower impact on the environment so earth resources can be sustainably used.

Article 14 This company shall set up an appropriate environmental management system according to industry characteristics. This company's environmental management system shall include the following items:


1. Collect and evaluate sufficient and immediate data on the effects of operating activities on the natural environment.
2. Establish assessable objectives and regularly review the continuity and relevance of the objectives.
3. Regularly review the advancement of environmental sustainability purpose or objectives.

Article 15 This company has assigned the Safety and Environment Office as the designated environmental management unit. The unit shall maintain environment management related systems and regularly organize environmental training courses for management level and staff.

Article 16 This company considers the effects of ecological benefits and promotes and educates consumers in sustainable consumption concepts. This company also conduct develop, production, and service activities based on the following principles to reduce the impact of this company's operations on the natural environment:

1. Reduce the resource and energy consumption of products and services.
2. Reduce the emission of pollutants, toxic substances, and wastes. Appropriately process waste.
3. Improve the recyclability and reusability of materials or products.
4. Allow renewable resources to achieve their maximum sustainable use.
5. Extend product durability.
6. Increase the efficiency of products and services.

Article 17 To increase the effective use of water resources, this company has established

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relevant management measures regarding the appropriate and sustainable use of water resources.

The operation of this company shall avoid water, air, and land pollution. If unavoidable, the best pollution prevention and control technology shall be used after considering cost benefits, technology, and financial feasibility. This company shall work toward reducing adverse effects on human health and the environment.

Article 18 This company shall focus climate change and its effects on operating activities. The company's energy conservation, carbon reduction, and greenhouse gas reduction strategy shall be based on operating status and greenhouse gas inventory results. Obtainment of carbon credits shall be included in the company's carbon reduction strategy and implementation to reduce the impact of this company's operation on the natural environment.

#### Chapter 4 Maintain Social Welfare

Article 19 This company shall follow relevant labor regulations, ensure the legal rights and interest of employees, and respect internationally recognized basic labor human rights principles, and not engage in any items that violate labor basic rights.


This company's human resource policy shall respect and guarantee basic labor human rights principles, and establish appropriate management methods and procedures.

Article 20 This company shall provide employees with information so that they understand the rights they enjoy under the labor laws of the company's operating country.

Article 21 This company shall provide employees with a safe and healthy work environment, including necessary health and emergency rescue facilities. The company shall also do its utmost to reduce risk factors that endanger employees' safety and health to prevent occupational disaster.

This company shall conduct periodic safety and health training for employees.

Article 22 To produce a good environment for employees' career development, this company shall build an effective career skill development and training plan.

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Article 23 This company shall establish a regular employee communication channel so employees can receive information and express opinions on the company's operation and management activities.

Article 24 This company shall adhere to product responsibility and sales ethics, has developed and publicized its consumers' rights and interest policy, and realistically implemented policies on consumers' rights and interests.

Article 25 This company shall ensure product and service quality based on government regulations and industry related specifications.

The product or service marketing and advertising conducted by this company shall follow relevant government laws and international guidelines, and shall not engage in deceptive, misleading, or fraudulent behavior that damages consumers' trust or consumers' rights and interests.

Article 26 This company shall provide a transparent and effective consumer complaint process for its products and services. The company shall fairly and rapidly process consumers' complaints, follow relevant laws, respect consumers' privacy, and protect consumers' personal information.

Article 27 This company shall evaluate the effects of its purchasing behavior on the environment and society of the source community, and work with suppliers to improve CSR.


Article 28 This company shall evaluate the effects of company operations on communities and hire appropriate labor to improve community recognition.

This company shall use commercial activities, donations, corporate volunteer services, or other free professional services to participate in community development and community education of public organizations, charity group, and local government organizations, and to promote community development.

This company shall set a Social Welfare Donation Method to clearly list the scope and amount of regular donations. The content and specifications of donation activities shall be implemented after approval by the board of directors.

#### Chapter 5 Strengthening CSR Information Disclosure

Article 29 This company shall follow relevant regulations and Corporate Governance

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Best Practice Principles for TWSE/GTSM Listed Companies in handling information disclosure. Adequately disclosure of important and reliable CSR related information shall be implemented to increase information transparency.

This company shall disclose the following CSR related information:

1. Governance mechanisms, strategies, policies, and management direction that have been approved by the board of directors.
2. The risks and effects of implementing corporate governance, developing sustainable environment, and maintaining social welfare on company operations and financial status.
3. CSR objectives and measures set by the company.
4. CSR implementation performance.
5. Other CSR related information.

Article 30 The disclosure and promotion of CSR through the company website and prepared CSR reports shall include the following:


1. Implement CSR system framework, policy, and action plan.
2. Primary stakeholders and issues important to them.
3. The performance and review of the company's implementation of corporate governance, sustainable environment development, and social welfare maintenance.
4. Future improvement directions and objectives.

#### Chapter 6 Supplementary Provisions

Article 31 This company shall keep notice of domestic and international CSR system development and changes in corporate environment at all times to facilitate review and improvement of the company's established CSR system and improve CSR results.

Article 32 This company can set additional relevant procedures, methods, and specifications for outstanding issues not covered by this code of practice.

Article 33 This code of practice must be passed by this company's board of directors. Same for any revisions.

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