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Chapter I General

1. In order to practice corporate social responsibility, promote economic, environmental and social progress, and achieve the goal of sustainable development, the Company has formulated this Code.

The Company shall refer to this Code to manage economic, environmental and social risks and impacts.

2. The scope of application of this Code includes the overall operating activities of the Company and the other enterprises of the Group.

While engaging in business operations, the Company actively practices sustainable development in line with international development trends, and through corporate citizenship, enhances national economic contributions, improves the quality of life of employees, communities and the overall society, and promotes sustainable development as the foundation of the competitive advantage.

3. When promoting sustainable development, the Company shall be aware of the rights and interests of stakeholders. While pursuing sustainable operation and profitability, it shall also pay attention to the factors of environment, society and corporate governance, and incorporate them into the Company's management policy and operating activities.

The Company shall, in accordance with the principle of materiality, conduct risk assessments on environmental, social and corporate governance issues related to Company operations, and formulate relevant risk management policies or strategies.

4. The Company's practice of sustainable development shall follow the principles below:

1. Implement corporate governance.
2. Develop a sustainable environment.
3. Maintain social welfare.
4. Enhance corporate sustainable development information disclosure.

5. The Company shall consider the relevance of the development trend of domestic and foreign sustainability issues for the Company's core business and the impact of the overall operational activities of the Company and the Group on stakeholders, in order to formulate sustainable development policies, systems or related management guidelines and specific promotion program, which will be submitted to the shareholders' meeting after being approved by the board of directors.

When any of the shareholders put forward any relevant proposals related to sustainable development, the board of directors of the Company shall properly consider them as proposals to be discussed and determined during the shareholders' meeting.

Chapter II Protection of Shareholders' Rights

6. The Company shall follow the "[T-6-201707-008] **Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies**", "[T-6-201707-061] **Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed**

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Companies” and “[[T-6-201707-062] Guidelines for the Adoption of Codes of Ethical Conduct for TWSE/GTSM Listed Companies”, establishing an effective governance structure and relevant ethical standards to improve corporate governance.

7. The directors of the Company shall fulfill the duties of care of a good manager to supervise the practice of sustainable development, and review its implementation effectiveness and continuous improvement from time to time to ensure the adequate implementation of the sustainable development policy.

The board of directors of the Company should fully consider the interests of the stakeholders and include the following matters when it promotes the goal of sustainable development:

1. Propose the sustainable development mission or vision, and formulate sustainable development policies, systems or related management guidelines.
2. Incorporate sustainable development into the Company’s operating activities and development directions, and approve specific promotion plans for sustainable development.
3. Ensure the timeliness and correctness of information disclosure related to sustainable development.

For the economic, environmental and social issues arising from the operating activities of the Company, the board of directors shall authorize the senior management levels to handle them and report the handling situation to the board of directors.

8. The Company shall regularly hold education and training programs to promote sustainable development, including publicizing the items specified in Paragraph 2 of the preceding Article.

9. In order to improve the management of sustainable development, the Company shall establish a governance structure to promote sustainable development, and set up a full-time (part-time) unit of promotion of sustainable development responsible for proposing and implementing sustainable development policies, systems or related management guidelines and specific promotion plans and regularly reporting the performance to the board of directors.

The Company shall formulate a reasonable remuneration policy to ensure that the remuneration plan can meet the organizational strategic objectives and the interests of stakeholders.

The employee performance appraisal system shall be combined with the sustainable development policy, and a clear and effective incentive and penalty system shall also be established.

10. The Company shall respect the rights and interests of stakeholders, identify the stakeholders of the Company, and set up a special area for Investor Relations on the official website. By adopting appropriate communication channels, the Company may understand the reasonable expectations and needs of stakeholders, and appropriately respond to sustainable development issues they care about the most.

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Chapter III Develop a Sustainable Environment

11. The Company shall comply with relevant environmental laws and regulations and international standards to properly protect the natural environment, and shall strive to achieve the goal of environmental sustainability in the implementation of its operational activities and internal management.
12. The Company shall strive to improve energy usage efficiency and use recycled materials with low impact on the environment, so as to achieve the sustainable usage of the Earth's resources.
13. The Company shall establish an appropriate environmental management system according to the characteristics of the industry. Such system shall include the following items:
 1. Collect and evaluate adequate and timely information on the impact of operations on the natural environment.
 2. Establish measurable environmental sustainability goals and regularly review the sustainability and relevance of the development.
 3. Formulate specific plans or action programs and other implementation measures, and regularly review the effectiveness of the implementation.
14. The Company shall set up a dedicated unit or personnel for environmental management to formulate, promote and maintain relevant environmental management systems and specific action programs, and regularly hold environmental education courses for management levels and employees.
15. The Company shall consider the impact of operations on ecological benefits, promote and publicize the concept of sustainable consumption, and conduct R&D, procurement, production, operations and services in accordance with the following principles, so as to mitigate the impact of company operations on the natural environment and human beings :
 1. Reduce resource and energy consumption of products and services.
 2. Reduce the discharge of pollutants, toxic substances and waste, and properly dispose of waste.
 3. Improve the recyclability and reuse of raw materials or products.
 4. Optimize the sustainable use of renewable resources.
 5. Extend the durability of products.
 6. Increase the effectiveness of products and services.
16. In order to improve the usage efficiency of water resources, the Company shall properly and sustainably utilize water resources and formulate relevant management measures.

The Company shall build and enhance relevant environmental protection treatment facilities to avoid pollution of water, air and land; and do its best to mitigate the adverse impact on human health and the environment, and adopt the optimal feasible pollution prevention and control technology measures.
17. The Company shall evaluate the potential risks and opportunities of current and future

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climate change itself and take relevant countermeasures.

The Company shall adopt the standards or guidelines commonly adopted domestically and abroad to carry out corporate greenhouse gas inventory and disclosure, whose scope shall include:

1. Direct greenhouse gas emissions: The emission from the sources of greenhouse gas emissions shall be owned or controlled by the Company.
2. Indirect greenhouse gas emissions: The emission generated from utilization of energy of input electricity, heat or steam.
3. Other indirect emissions: The emission from Company activities that are not indirect emissions from energy sources but from sources owned or controlled by other companies.

The Company shall count greenhouse gas emissions, water consumption and total weight of waste, formulate policies for energy conservation and carbon reduction, greenhouse gas reduction, water usage reduction or other waste management, and incorporate the acquisition of carbon rights into the Company's carbon reduction strategy plan, and promote it accordingly to mitigate the impact of company operations on climate change.

Chapter IV Maintain Social Welfare

18. The Company shall abide by relevant laws and regulations as well as international human rights conventions, such as gender equality, the right to work and the prohibition of discrimination.

In order to fulfill its responsibility to protect human rights, the Company shall formulate relevant management policies and procedures that:

1. Propose the Company's human rights policies or statements.
2. Evaluate the impact of the Company's operating activities and internal management on human rights, and formulate corresponding handling procedures.
3. Regularly review the effectiveness of its human rights policies or statements.
4. Upon the occurrence of human rights violations, the procedures for handling the stakeholders involved shall be disclosed.

The Company shall abide by internationally recognized labor rights, such as freedom of association, right to collective bargaining, care for disadvantaged groups, prohibition of child labor, elimination of all forms of forced labor, elimination of job and employment discrimination, etc., and confirm that its human resources adopt policies free from discrimination of gender, race, social and economic status, ages, and marital and family status, etc. to implement equality and fairness in employment, employment conditions, remuneration, benefits, training, evaluation and promotion opportunities.

For any situations that jeopardize labor rights, the Company shall provide an effective and appropriate grievance mechanism to ensure the equality and transparency of the process. The grievance channel shall be concise, convenient and unobstructed, and any employee's grievance shall be properly responded to.

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19. The Company shall provide employees with information to enable them to understand the labor laws and their rights in the country in which they operate.
20. The Company shall provide employees with a safe and healthy working environment, including the provision of necessary health and first aid facilities, and be committed to mitigating hazards to employees' safety and health in order to prevent occupational hazards.
- The Company shall regularly implement safety and health education and training programs for employees.
21. The Company shall establish a good environment for employees' career development and establish an effective career ability development training programs.
- The Company shall formulate and implement reasonable employee welfare measures (including remuneration, leave and other benefits, etc.), and appropriately reflect operational performance or results in employee remuneration to ensure the recruitment, retention and encouragement of human resources and achieve objectives of sustainable operations.
22. The Company shall establish channels for employees to communicate regularly, so as to ensure employees' right to obtain information and express opinions on the Company's business management activities and decisions.
- The Company shall respect the right of employee representatives to exercise negotiation on working conditions, and provide employees with necessary information and hardware facilities to facilitate the negotiation and cooperation among employers, employees and employee representatives.
- The Company shall notify employees in a reasonable manner of operational changes that may have significant impacts on employees.
- Article 22-1: The Company shall treat its target customers or consumers of its products or services in a fair and reasonable manner, including contracting fairness and good faith, duty of care and loyalty, faithful and true advertising solicitation, product or service suitability, notification and disclosure, remuneration and performance balance, grievance protection, and professionalism of business personnel, etc., and formulate relevant implementation strategies and specific measures.
23. The Company shall be responsible for products and services and attach importance to marketing ethics. Its R&D, procurement, production, operation and service processes shall ensure the transparency and security of product and service information, and the consumer rights policy shall be formulated, disclosed, and properly implemented in operation activities to prevent products or services from harming consumer rights, health and safety.
24. The Company shall ensure the quality of products and services in accordance with government regulations and industry-related standards.
- The Company shall abide by relevant regulations and international standards for customer health and safety, customer privacy, marketing and labelling of products and

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services, and shall not have deceptive, misleading, fraudulent, or any other behaviors that undermine consumer trust and jeopardizes consumer rights.

25. The Company shall evaluate and manage various risks that may cause business interruption to mitigate the impact on consumers and the overall society.

The Company shall provide transparent and effective consumer complaint procedures for its products and services, handle consumer complaints in a fair and timely manner, abide by the Personal Data Protection Act and other relevant regulations, fully respect consumers' privacy rights, and protect consumer personal data.

26. The Company shall evaluate the environmental and social impact of the procurement behaviors on communities of the supply source, and cooperate with its suppliers to jointly implement corporate social responsibility.

The Company should formulate a supplier management policy which requires all suppliers to follow relevant standards on issues such as environmental protection, occupational safety and health, or labor rights. Before conducting transactions, the Company shall evaluate whether its suppliers have a record of affecting the environment and society, and avoid making transactions with those who violate the corporate social responsibility policy.

When the Company signs any contract with any of its main suppliers, the content shall include compliance with the corporate social responsibility policies of both parties, and if such supplier is involved in violating the policy and has a significant impact on the environment and society of the community where the supplier is located, the contract may be terminated or revoked at any time.

27. The Company shall evaluate the impact of its operations on the communities, and appropriately employ human resources where it operates to gain community recognition.

The Company shall, with the approaches of equity investment, business activities, donations, corporate volunteer services or other public welfare professional services, etc., invest resources into related activities of organizations are resolving social or environmental problems through business models, or civil organizations participating in community development and community education, and public welfare charity groups and government agencies, so as to promote community development.

Chapter V Enhance Corporate Sustainable Development Information Disclosure.

28. The Company shall conduct information disclosure in accordance with relevant laws and regulations and “[T-6-201707-008] Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies”, and shall fully disclose relevant and credible information related to sustainable development to improve information transparency.

The Company shall disclose the relevant sustainable development information as follows:

1. Policies, systems or related management guidelines and specific promotion plans for sustainable development approved by the board of directors.

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2. The risks and impacts of factors such as implementing corporate governance, developing a sustainable environment and maintaining social welfare on the Company's operations and financial conditions.
 3. The Company's promotion objectives, measures and implementation performance for sustainable development.
 4. Main stakeholders and issues they care about.
 5. Disclosure of management and performance information of major suppliers on major environmental and social issues.
 6. Other sustainable development related information.
29. The Company shall adopt internationally recognized standards or guidelines when preparing a sustainability report to disclose the promotion of sustainable development, and shall obtain assurance or endorsement from a third party to improve the credibility of information. The report content shall include:
1. Policies, systems or related management guidelines and specific promotion plans for sustainable development.
 2. Main stakeholders and issues they care about.
 3. The Company's performance and review in the implementation of corporate governance, the development of a sustainable environment, the maintenance of social welfare and the promotion of economic development.
 4. Future improvement directions and goals.

Chapter VI Miscellaneous

30. The Company shall always pay attention to the development of relevant standards for sustainable development at domestic and abroad and changes in the corporate environment, so as to review and improve the sustainable development system established by itself to enhance the effectiveness of promoting sustainable development.
31. The Code was formulated on May 17, 2019.
The first amendment was conducted on March 30, 2020.
The second amendment was conducted on March 21, 2022.

Reference Documents:

1. [T-6-201707-008] Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.
2. [T-6-201707-061] Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.
3. [T-6-201707-062] Guidelines for the Adoption of Codes of Ethical Conduct for TWSE/GTSM Listed Companies.

Reference Forms and Lists: N/A.