

IR042	Code of Ethical Conduct	Publication (Revision) Date	Effective Date	Version
		2021/03/10	2021/03/10	04

1. Purpose of and basis for adaptation

This Code is formulated for the purpose of guiding the behavior of directors and managers of the Company to comply with ethical standards and enabling the stakeholders of the Company to better understand and follow the corporation's ethical standards.

2. Applicable subjects

All directors and managers of the Company (including General Manager, Vice President, Chief Financial and Accounting Officer, Associate Vice President or its equivalents, and others who have the right to manage affairs and sign documents on behalf of the Company) should be bound by the Code.

3. Prevention of conflict of interests

The directors and managers of the Company should deal with official business in an objective and efficient manner and shall not intend to obtain improper benefits for themselves, their spouses or second-degree relatives through the convenience of holding their position. If there is a loan endorsed and guaranteed for the Company and the aforementioned personnel or their affiliated company, a material asset transaction, or a purchase/sale transaction, all shall be handled in accordance with the Company and other parties' "Procedure for, "Endorsement and Guarantee", "Procedure for Acquisition or Disposal of Assets" and related procurement and supply operation regulations.

4. Minimizing incentives to pursue personal gain

The directors and managers of the Company should avoid the opportunity of obtaining self-interest through the use of the Company's property or information or through the convenience of their position, and should avoid competing with the Company in any business within the business scope of the Company regardless of doing so either for themselves or for others. When the company has an opportunity of making a profit, the directors and managers of the Company have the responsibility to maintain or increase the proper and legitimate interests that the company can obtain.

5. Duty of confidentiality

The directors and managers of the Company shall bear the obligation of confidentiality for the company itself or its suppliers and customers in regard to all undisclosed information that may be used by competitors or the leaked information may cause damage to the Company or the suppliers and customers except when authorized or required by law to disclose such information.

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6. Fair trade

The directors and managers of the Company shall treat all customers, suppliers, competitors, and employees fairly, and shall not obtain improper benefits through manipulation, nondisclosure, or misuse of the information they have learned based on their positions, or through misrepresentation on important matters, or through other unfair trading methods.

7. Safeguarding and appropriate use of company assets

All directors and managers have the responsibility to safeguard the Company's assets, ensure that the Company's assets are used effectively and legally for official business purposes, and avoid the assets from theft, negligence or waste that affects the Company's profitability.

8. Compliance of laws and regulations

All directors and managers Company's shall comply with the Securities and Exchange Act and other relevant laws and regulations.

9. Whistle-blowing procedure

The Company should enhance the promotion of this Code internally. Any employee suspects or discovers violation of the laws and regulations or this Code, they shall report to the responsible unit of the Company with their real name in writing, and the identity of the whistleblower should be kept confidential, and the responsible unit of the Company shall do its very best to carry out the duty of protecting the whistleblower.

10. Disciplinary measures

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10.1 Any director of the Company violating this Code shall be prosecuted according to the civil code, criminal code and related laws and regulations; and any manager of the Company violating this Code shall be punished appropriately according to the work rules.

10.2 After the disciplinary measure for violation of this Code in the preceding paragraph is confirmed, the date of the violation by the violator, reasons for the violation, the provisions of the code violated and the discipline actions taken shall be disclosed on Market Observation Post System (MOPS) immediately, and any damage to the Company

11. Grievance system

When a director of the Company violates this Code, the director may request the Audit Committee for an investigation. If the director is a member of the Audit Committee, the director may request other independent directors for the investigation. When a manager of

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the Company violates this Code and is punished, the manager may file an appeal to the Audit Committee.

12. Procedure for exemption

If a director or manager of the Company needs an exemption from this Code, it shall be resolved and passed by the Board of Directors, and information such as the date of exemption approved by the Board of Directors, objections or reservations of independent directors, and the period of, reasons for and principles behind the application of the exemption should be disclosed without delay on the MOPS.

13. Method of disclosure

This Code as well as its amendments shall be disclosed in the Company's website, annual report, public prospectus, and Market Observation Post System.

14. Supplementary regulation

Any matter not covered in this Code shall be handled in accordance with the related laws and regulations and the Articles of Incorporation.

15. Promulgation and enforcement

This Code as well as its amendment shall be implemented after the resolution by the Board of Directors, and shall be submitted to the shareholders' meeting.

16. Versions

Version	Publication (Revision) Date	Effective Date	Reason
01	2012/6/12	2012/6/12	Establishment
02	2015/3/23	2015/3/23	Add related regulations according to the Personal Data Protection Act.
03	2017/05/02	2017/06/15	Set up the Audit Committee, and delete Supervisors in this Code.
04	2021/03/10	2021/03/10	Revise the text according to Letter No. Securities-TPEX-Supervision 10900582661 of the Taipei Exchange.