



Employee Code of Ethical Conduct

File No.

CA-030

Issue Date

2014/11/11

Version

1

Article 1 (Purpose and Scope)

To enable the Company's employees to act accordingly and to enable the Company's stakeholders to understand the ethical best practices and standards of ethical conduct that employees are expected to follow in the performance of their duties, this Code has been formulated as a foundation.

This Code applies to all employees of the Company. All Company employees are responsible for carefully reading, understanding and complying with the contents of this Code.

Article 2 (Ethical Principle)

In performing their duties, the company's employees pay attention to team spirit, refrain from selfishness, follow the principle of honesty and creditworthiness, and maintain a proactive, serious and responsible attitude.

Article 3 (The principle of fairness)

Company employees are not permitted to discriminate against or exclude one another in any way based on factors such as gender, race, religious beliefs, political party, sexual orientation, rank, nationality, age, and so on.

Article 4 (The working environment)

Employees of our company share responsibility for maintaining a healthy and safe work environment and must not engage in sexual harassment or other acts of violence, threats or intimidation.

Article 5 (Preventing conflicts of interest and avoiding opportunities for self-interest)

Company employees have the responsibility to safeguard and enhance the legitimate and rightful interests of the Company and should avoid doing so:

1. Using Company property, information or taking advantage of one's position to enable the individual or a third party to gain personal gain.
2. Competing with the Company.

Article 6 (Duty of confidentiality)

Employees of the Company should handle matters or confidential information known to them in the course of their duties with care and not disclose it to others, including Company personnel and customer information, inventions, unless disclosed or provided by the Company as necessary to perform their duties. trade secrets, technical information, or to be used for other than professional purposes; this shall apply even after leaving the Company. The above information to be kept



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confidential, product design, manufacturing knowledge, financial accounting data, intellectual property rights and other information, and other undisclosed information that may be exploited by competitors or may harm the Company or customers after it becomes known.

Article 7 (Fair trade)

1. Employees of our company should treat business partners fairly; no special preferential treatment is allowed in related party transactions.
2. In the performance of their duties, Company employees must not solicit, promise, deliver or accept gifts, entertainment, kickbacks, bribes or other improper benefits for their own benefit or that of a third party. However, this does not apply if the gifts or hospitality are permissible according to social etiquette or company regulations.

Article 8 (Protect and use company assets appropriately)

1. The name of the company is limited to use in the conduct of company business;
2. In performing their duties, Company employees should prevent data, information systems, network equipment and other resources from being stolen, compromised, destroyed or attacked in order to protect the confidentiality, integrity and availability of Company assets.

Article 9 (Comply with laws and regulations)

1. Our employees should comply with the laws, rules and regulations applicable to our business, including those relating to insider trading and intellectual property protection.
2. Company employees should comply with the various rules and regulations formulated by the Company and should at all times observe the various announcements posted on the Company's internal website and bulletin boards.

Article 10 (Correct paperwork and reporting)

Our employees should ensure that all forms of documents and information they handle are correct and complete, and properly preserved.

Article 11 (Encourage reporting of any conduct that is illegal or violates this Code)

If Company employees find violations of laws, regulations or this Code, they may report it to their supervisor by signing the report. The Company will do its best to protect the identity of the reporter so that he or she is not threatened.

Article 12 (Punishment measures)

If an employee of the Company violates this Code and it is verified by the Company, a



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warning may be issued or, depending on the severity of the case, the following sanctions may be imposed on him or her, including in combination.

1. Admonition;
2. entry of a misconduct;
3. Major error;
4. Dismissal.

Article 13 (Exemption application procedures)

Our employees are not exempt from the provisions of this Code.

Article 14 (Implementation and disclosure methods)

1. This Code, once approved by the Board of Directors, shall be implemented, submitted to the Supervisory Authority and reported to the Shareholders' Meeting. The same shall apply if it is revised.
2. After the implementation of this Code, it shall be disclosed in the annual report, in the public prospectus and in the Public Information Observatory; the same shall apply when it is revised.

Article 15

This Code was established on November 11, 2014