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## Chapter I General Principles

Article 1

In order to carry out the corporate social responsibilities (CSR) and to promote sustainability and balance in the economic, social, and environmental realm, AblereX Electronics Co., Ltd. (hereafter refers to as “The Company”) has established this policy to manage the company’s social risks and influences advised to the “Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies”. The principles apply to all subsidiary companies and overall business under the Company.

Article 2

Through fulfilling the responsibilities of corporate citizenship, promoting financial contributions to the country, improving the quality of employees, society and everyday life, and encouraging CSR to become the Company’s competitive advantage. The Company should practice CSR with enthusiasm as to meet the international trend of balancing environmental, social, and corporate governance development.

Article 3

By executing the CSR, the Company should aim to respect social ethics and observe the rights of our stakeholders. While pursuing sustainable business and profit, respecting underlying factors of the environment, society, and company governance, and applying them into company management and businesses.

Article 4

Practicing the CSR should be as follow:

1.

Implement corporate governance.

2.

Develop a sustainable environment.

3.

Protect social welfare.

4.

Enhance disclosure of CSR information.


Article 5

The Company should comply with the rules and regulations of this policy, take into consideration the trends of domestic and international CSR and the Company should set up the CSR policy, rule and management for overall operational activities and its subsidiaries.


## Chapter II Implementing Corporate Governance

Article 6

The Company’s board of directors should fulfill the duties of a good supervisor, to oversee the CSR and periodically review its results and announce the determination and disclose the need for improvement, as to ensure the implementation of the CSR.

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Article 7	In order to build a wholesome CSR management, the Company will open up a full-time (part-time) team dedicated to CSR. The team will be in charge of proposal and execution of CSR strategies, and reporting to the board of directors periodically.
Article 8	The Company should recognize and observe the rights of its stakeholders, apprehend reasonable expectations, and requests through decent communication and involvement, and respond accordingly to their important CSR queries which they are concerned about.
Article 9	The Company is advised to set up “Corporate Governance Best-Practice Principles” and the “Guidelines for the Adoption of Codes of Ethical Conduct” to construct an effective governance structure and related ethical standards for a wholesome company.
Article 10	<p>All operating activities in the Company should comply with its relative policies and observe the following items to ensure fair competition:</p> <ol style="list-style-type: none"><li>1. Avoid prejudice competitive behaviors.</li><li>2. Truthfully fulfill tax obligations.</li><li>3. Refuse bribery and conduct an upstanding management system.</li><li>4. All corporation contributions comply with the company’s internal operating systems.</li></ol>
Article 11	The Company is advised to host Corporate Ethics Educational Training for the directors, supervisors and staff to educate them on the previous article and set up a clear and effective reward system in conjunction with the staff performance appraisal system.
Chapter III Develop a Sustainable Environment	
Article 12	The Company is advised to comply with environmental protection laws and related international standard regulations, as to protect the natural environment. Make striving for environmental sustainability a goal during operational activities,
Article 13	The Company is advised to strive to promote effective usage of resources, and to use environmentally friendly recycled materials as to sustain our earthly resources.
Article 14	The Company is advised to establish an environmental management units or dedicated staff to maintain the environmental management system and periodically host environmental education training to management and staffs.

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Article 15	<p>This Company is advised to consider the ecological benefits and help to educate the consumers on the concept of sustainable consumption. It should operate all activities including research development, production and service, according to the following guidelines as decrease the company’s impact on the natural environment:</p> <ol style="list-style-type: none"><li>1. Reduce resource and energy consumption of goods and services</li><li>2. Reduce pollutant emissions, poisons and waste, the properly disposal of waste is required.</li><li>3. Enhance the recyclability and reuse of raw materials or products</li><li>4. Maximize the sustainable use for renewable resources</li><li>5. Extend the products’ durability</li><li>6. Increase effectiveness of products and services</li></ol>
Article 16	<p>To raise awareness of water conservation, the company should use water resources properly and conservatively and implement water related management policies if necessary.</p> <p>The company should avoid the pollution of water, air and land from operating, if unavoidable, the Company need to adopt the best available pollution prevention and technical control under considering the cost-effectiveness and financial feasibility. Shall do the best efforts to reduce the adverse effects on human health and the environment.</p>
Article 17	<p>This Company is advised to observe the climate change on the company’s operating activities and implement strategies for greenhouse gas emission reduction in accordance to the results of observation, to lower the impact on the natural environment.</p>

### Chapter IV Protecting Social Welfare

Article 18	<p>This company should protect the worker’s legal rights and respect the international labor standards to comply with related labor laws. It shall not endanger basic labor rights violations.</p> <p>The company's human resources policy should establish appropriate management practices and procedures to follows the basic principles of labor protection of human rights.</p>
Article 19	<p>This Company is advised to provide its employees with information about the country’s labor laws and their rights.</p>
Article 20	<p>This Company is advised to provide its employees with a safe and healthy environment,</p>

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	including the mandatory health and first aid facilities. This company should reduce any factors that may cause risks to the employees' safety and wellbeing to prevent occupational hazards. This company should periodically implement training on safety and wellbeing for the employees.		
Article 21	The Company should create an environment suitable for employees' career development, and construct an efficient career development-training plan.		
Article 22	The Company should provide a channel for periodic communications with the employees to communicate management events and policies as well as to provide an opportunity for the employees to express their views.		
Article 23	The Company is advised to ensure product and service quality in accordance to the government regulations and industry regulations. Any marketing and advertisements of the company's products and services should comply with government regulations and international standards. Falsification, deception, fraud and any other conducts that may impair consumer's trust and breach their rights are prohibited.		
Article 24	The Company is advised to provide a transparent and effective channel for consumers to claim the products and services. It should provide fair and efficient response to the consumer's claim and protect the consumer's privacy and personal information, according to related regulations.		
Article 25	The Company should evaluate the source of supplies and their effect on the environment and society, collaborate with the suppliers to enforce CSR.		
Article 26	The Company is advised to evaluate the effects on the community caused by the company's operation. Hire suitable human resource to gain recognition from the community.  The company may utilize business events, donations, corporate volunteers and other volunteer professional services to participate in community development, public and charity organizations, as well as local government institute events to improve community development.		
Chapter V Enhanced CSR Disclosure			
Article 27	This Company is advised to disclose information according to related regulations and the "Corporate Governance Best-Practice Principles". Provide relevant and reliable information related to CSR as to raise transparency. The related information the		



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Company disclosed to the public is as follow:

1. Corporate management mechanisms, strategies, administrations and management policies approved by the Board of Directors.
2. Risks and effects on the company's operation and finance due to the implementation of corporate governance, development of sustainable environment and protection of social welfare.
3. Proposed CSR goals and enactments.
4. Performance Reports on CSR.
5. Other CSR related information.

## Chapter VI Supplementary Provision

Article 28 The Company should observe domestic and international CSR developments and refinements in corporate environment, in order to evaluate the company's CSR and thus improve its CSR results.

Article 29 These rules and regulations will take effect after the approval of the Board of Directors.