

■ The actual performance of the business integrity unit

The Company has appointed its Human Resources, Administrative Management Unit and Legal Affairs Office as the competent unit in charge of the Company's ethical matters. Together, these units set the guidelines and policies. The performance is monitored by the internal auditors and reported to the Board of Directors on annual basis. To prevent potential conflicts of interest, the Company has established the "Ethical Corporate Management Best Practice Principles" and "Business Integrity Procedures and Behaviors" in 2014 and 2015, respectively. In addition, to facilitate the promotion of honest management, the Company has also designed relevant course on its online e-Learning, including related legal affairs training on information security, personal information protection act, relevant company policies and employees' code of conduct to educate all employees the aforementioned guidelines.

• Status of Operation and Implementation in 2017:

A total of 661 suppliers (95.66%) of the Company signed the EICC commitment or completed the EICC questionnaire. In addition, A total of 2,319 employees completed related integrity management trainings 10,280 have totally hours, including:

•Orientation training for new employees and group activities, covering topics such as:

Company policies, corporate culture, human resource system, ethical corporate management best practice principles, trading secrets, information security, Personal Information Protection Act, and so forth;

•Management for the prevention of insider trading (for senior managers);

•Training for advertising and fair trade guidelines;

•Introduction of intellectual property rights, information security, and Personal Information Protection Act, and case studies.

• Status of Operation and Implementation in 2018:

A total of 682 suppliers (91%) of the Company signed the RBA commitment or completed the RBA questionnaire. In addition, A total of 4,655 employees completed related integrity management trainings 20,963 totally hours, including:

•Orientation training for new employees and group activities, covering topics such as:

Company policies, corporate culture, human resource system, ethical corporate management best practice principles, trading secrets, information security, Personal Information Protection Act, and so forth;

•Management for the prevention of insider trading (for senior managers);

•Training for advertising and fair trade guidelines;

•Responsible Business Alliance ("RBA") ;

•Introduction of intellectual property rights, information security, and Personal Information Protection Act, and case studies.