

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 internal auditor is responsible for monitoring and reporting 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 courses through online e-Learning, including 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 for 2021:

The Company requires suppliers to follow the RBA code of conduct, and sign the RBA Code of Conduct commitment or complete the RBA Code of Conduct questionnaire. A total of 1,043 suppliers with transaction records, 1,012 have signed the RBA Code of Conduct commitment or completed the RBA Code of Conduct questionnaire, and the signing completion rate is 97.03%. In addition, a total of 10,309 employees completed a total of 17,300 hours of integrity management related training, including:

• New Employee Orientation (HQ)

Promote the concept of integrity, anti-corruption and code of ethical conduct for employees, to follow ethical standards and codes of conduct.

• On-job Training for New Employee

When employee perform their duties, it should follow business ethics. Conduct various tasks with honest, and implement corporate culture. Follow the software usage regulations, and avoid illegal use or infringement of the intellectual property rights of others. Assist company to strengthen information security management continuously, and understand the effectiveness of risk management.

• New Employee Orientation (PCP)

Promote the concept of integrity, anti-corruption and code of ethical conduct for employees, to follow ethical standards and codes of conduct.

• CSR Training

Corporate Social Responsibility Reports represent the value and corporate governance of an enterprise. It could make stakeholders understand business operations that have a positive or negative impact on economy, environment, and society.

■ Prevention of insider trading- directors and senior managers

Title	Name	Date	Organized by	Course title	Hours of training
Director	Chung-Pin Wong	2021.11.26	Taiwan Corporate Governance Association	An important subject of corporate mergers and acquisitions- The topic of the prevention and exemption of insider trading liabilities.	3
Independent Director	Duei Tsai	2021.11.26	Taiwan Corporate Governance Association	An important subject of corporate mergers and acquisitions- The topic of the prevention and exemption of insider trading liabilities.	3
Independent Director	Wen-Chung Shen	2021.11.26	Taiwan Corporate Governance Association	An important subject of corporate mergers and acquisitions- The topic of the prevention and exemption of insider trading liabilities.	3
Vice President	Cheng-Chiang Wang	2021.09.07	Taiwan Securities Association	Legal Liabilities & Case Study for Financial Statement Fraud & Insider Trading	3
Vice President	Cheng-Chiang Wang	2021.11.26	Taiwan Corporate Governance Association	An important subject of corporate mergers and acquisitions- The topic of the prevention and exemption of insider trading liabilities.	3
Vice President	Hou-Chun Liu	2021.12.31	Compal Electronics, Inc.	Management for the prevention of insider trading (for senior managers)	0.58