

Conduct with the Company

1. Working Practices

To ensure that directors, executives, and employees work under business ethics, the following practices have been established:

- 1.1 Perform assigned tasks with full knowledge and capability, and be conscientious and responsible for the job outcomes.
- 1.2 Do not violate, avoid, or ignore the Company's regulations, rules, announcements, or orders, including lawful orders and supervisory duties.
- 1.3 Do not engage in business and/or activities that may cause public misperception as a conflict of interest with the Company, whether directly or indirectly.
- 1.4 Maintain and organize detailed information according to the Company's rules and regulations strictly.
- 1.5 Do not disclose the Company's information to any persons without privileges according to regulations or business agreements, unless approved in writing by authorized personnel and responsible departments.
- 1.6 Do not produce or possess illegal items, whether for personal use, sale, or for other persons.
- 1.7 Operate communication and computer systems responsibly, and do not cause conflict, harm others, destroy morale, or promote hostility in the workplace.
- 1.8 Do not use communication and computer systems for illegal activities or contrary to the Company's policies, and do not use the Internet or similar services in ways that damage the Company's reputation and credibility.
- 1.10 Comply with the Company's safety requirements, including the use of tools, equipment, and work environment.
- 1.11 Do not intentionally make false or erroneous reports or records, and do not intentionally conceal or present false or erroneous information to the Company. If incorrect or erroneous reports or records are found, report them to the supervisor immediately.
- 1.12 Spend work time efficiently and effectively as specified by regulations, and do not engage or persuade colleagues or subordinates to use work time for activities unrelated to the Company's or shareholders' interests.

- 1.13 Upon witnessing any incidents of fraud, misconduct, corruption, or events that may cause damage to the organization, submit reports immediately through the complaint and suggestion channels specified by the Company.

2. Asset Management

Directors, executives, and all employees have the duty and responsibility to manage and utilize assets for the maximum benefit of the Company and not for personal or others' benefits, including both tangible and intellectual property assets of the Company, as follows:

- 2.1 Must not use, sell, lend, or transfer the Company's assets without authorization, regardless of the condition of the assets.
- 2.2 Must not intend to damage, sabotage, or destroy the Company's assets.
- 2.3 Must not use the Company's assets for personal benefits or outsiders' business unless authorized by a supervisor.
- 2.4 Must assist or attempt to acquire patents, copyrights, or protect trademarks, which are the Company's intellectual property to prevent information leakage, and must not use such intellectual property for personal or others' benefits without authorization.
- 2.5 All employees must respect and honor the intellectual property of others, and must not use any work with the intellectual property of others, in whole or in part, without the owner's permission.

3. Protection of Interests

3.1 Protection of Customer and Company Information

Directors, executives, and all employees must not disclose customer or company information without the consent of the customer or the Company's authorized person, except for disclosure to third parties as required by law, which must be approved by the Company's authorized personnel.

3.2 Conducting Competitive Business with the Company

Directors, executives, and employees must not engage in, operate, or participate in any business competition with the Company's operations.

4. Conflict of Interest

The Company's board of directors has established a policy that prohibits directors, executives, and employees from exploiting their positions for personal gain, or for the benefit of family or close associates, whether financially or otherwise. Any business decision must be made for the maximum benefit of the Company and its shareholders, and

should avoid any actions that may lead to conflicts of interest. Any relevant persons or stakeholders in the matter under consideration must inform the Company of their relationship or interest, and must not participate in the consideration, with no authority to approve such transactions.

5. Reputation Management

5.1 Fairness to Business Stakeholders

Directors, executives, and employees must fairly treat business stakeholders, which include customers, partners, competitors, shareholders, and the general public, without taking advantage, and must act impartially, straightforwardly, and transparently.

5.2 Compliance with Laws, Rules, and Regulations

Directors, executives, and employees must conduct themselves within the framework of laws and regulations, without engaging in any violation or contravention, which can damage the reputation of the Company and themselves.

5.3 Public Relations

Any release of information concerning the Company must be based on true, accurate, and complete data, handled with caution, and within an appropriate timeframe. The Chief Executive Officer is responsible for directly assigning executives or employees to provide information, news, or interviews to the public as appropriate. Therefore, unassigned executives or employees cannot release any information, news, or interviews to the public.