

(6) Ethical Corporate Management, deviations from the “Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons:

Assessment criteria	Actual governance			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
1. Establishment of integrity policies and solutions				
(1) Does the company establish its ethical corporate management policies through adoption of Board of Directors Meeting, declare such procedures in its guidelines and external documents, as well as the commitment from its board and veteran managerial staff to implement the policies?	√		(1). The Company’s “Ethical Corporate Management Best Practice Principles” has been adopted by the Board of Directors on May 6, 2015, which has specified the ethical management policy, conducts, and the commitment that the Board and the managerial staff should make on implementing such policies. The “Ethical Corporate Management Best Practice Principles” and relevant regulations have been disclosed on the Company’s website and MOPS.	(1) No difference.
(2) Does the company establish policies to detect unethical conduct, periodically analyze inspect business activities where there is high risk for unethical conducts to occur, and set up preventive measures accordingly, which includes at least preventions for conducts specified in Article 7 item 2 of Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies?	√		(2). The Company follows the Group’s policy to observe various legal regulations and other laws related to business conducts. The Company’s “Ethical Corporate Management Best Practice Principles” includes the preventive measures for the conducts specified in Article 7 item 2; all sections of the organization are required to implement the rules.	(2)No difference.
(3) Does the company establish appropriate precautions against high-potential unethical conducts or listed activities stated in Article 2, Paragraph 7 of the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies, and make periodical review and amendment for the aforementioned policy?	√		(3). The Company’s “Procedures for Ethical Management and Guidelines for Conduct” was adopted by the Board of Directors Meeting on May 6, 2015. Relevant operational procedures, guidelines of conducts, penalty for violators, and system for filing complaints have been specified in the aforementioned procedures, and the “Ethical Management promotion committee” is responsible for carrying out relevant tasks.	(3)No difference.
2. Enforcing ethical management				
(1) Does the company evaluate the integrity of all counterparties it has business relationships with? Are there any integrity clauses in the agreements it signs with business partners?	√		(1). For the purpose of establishing counterparty's integrity, the Company makes inquiries on the website of the Ministry of Economic Affairs before engaging trade partner in any actual transaction. Trade partners are also informed and instructed to comply with the Company's transparency policy,	(1)No difference. (2)No difference.

Assessment criteria	Actual governance			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(2) Does the company establish an exclusively dedicated unit supervised by the Board to be in charge of promoting corporate integrity, and periodically (at least once a year) report to the Board about the ethical operation policy and prevention of unethical conducts?	√		<p>while penalty clauses have been outlined in every contract to entitle the Company the right to terminate contract and claim compensation for all losses suffered as a result of trade counterparty's default or inappropriate actions.</p> <p>(2).The Company had a designated unit for promoting ethical management. To observe the government's policy, the Board proposed to organize the "ethical management promotion committee" on May 6, 2015. The committee directly reports to the Board of Directors, and the chairperson serves as the convener to promote corporate ethical management across various departments (including the general manager's office, technician team, business team, planning department, department of general affairs, human resource department, procurement department, department of overseas affairs, and other sections); the state of implementation should be reported to the Board of Directors periodically (at least once a year) °</p>	(3)No difference.
(3) Does the company have any policy that prevents conflict of interest, and channels that facilitate the report of conflicting interests?	√		<p>(3).The Company has outlined in its Corporate Governance Principles the circumstances in which stakeholders are bound to avoid conflict of interest, and that any transactions or contracts made by the Company and affiliated enterprises with shareholders must be founded on fair grounds. This principle also applies to the controlling shareholder and directors in regards to matters that concern their own interests. Offering and acceptance of private benefits are strictly prohibited.</p>	(4)No difference..
(4) Has the company established effective systems for both accounting and internal control to facilitate ethical corporate management, and do the internal audit units plan relevant procedures based on the outcome of risky conduct evaluation so as to check how the unethical conduct prevention measures are implemented, or entrust the CPA to audit relevant measures?	√		<p>(4).The Company has developed effective accounting system and internal control system to prevent the use of foreign or secret accounts outside the Company's books. Both systems are reviewed regularly to ensure that they remain effective. Internal auditors are being assigned to audit employees' compliance with the above systems and do the internal audit units plan every year.A total of 126 audits were completed in 2020; the outcome of</p>	

Assessment criteria	Actual governance			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			which has been compiled into an audit report and submitted to the board of directors.	
(5) Does the company organize internal or external training on a regular basis to maintain business integrity?	√		(5). The Company participates in the integrity management further training organized by the Group, external and competent authorities, which integrity management is being implemented and promoted. The Company held internal and external further training related to the topic of integrity management in 2020 (courses include integrity management regulations and promotion, managements of food safety and hygiene, quality, environment, accounting system and internal control) which made a total entry of 16,268 people and 15,771 hours of integrity training.	(5)No difference.
3. Whistleblowing system				
(1) Does the Company provide incentives and means for employees to report misconducts? Does the Company assign dedicated personnel to investigate the reported misconducts?	√		(1). The Company provides legitimate and convenient ways for employees to report misconduct, and assigns dedicated personnel to handle the reported misconducts. Employees are rewarded on a case-by-case basis for misconducts that are verified to be true.	(1).No difference
(2) Does the company establish standard operating procedures as well as follow-up procedures after the investigation for confidential reporting on investigating accusation cases?	√		(2). The Company has established a system that facilitates the reporting and discipline of conducts that violate the integrity policy. Any personnel who commit violation will have their names, titles, misconducts, date of violation, and disciplinary actions disclosed immediately on the Company's intranet.	(2).No difference
(3) Has the Company provided proper whistleblower protection?	√		(3). The Company ensures the confidentiality of informant's identity and the details reported.	(3). No difference
4. Enhanced information disclosure Has the company disclosed its integrity principles and progress onto its website and MOPS?	√		Progress of the Company's integrity practices have been disclosed on website, annual reports, and prospectus.	No difference
5. If the company has established business integrity policies in accordance with "Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies," please describe its current practices and any deviations from the Best Practice Principles: There is no difference				
6. Other information relevant to understanding the Company's business integrity (e.g. reviews over business integrity principles):The Company follows group policy and requires all suppliers to sign a commitment that signifies their dedication to supporting the Company's integrity principles and transparency policy.				

(7) If the company has established corporate governance principles or other relevant guidelines, references to such principles must be disclosed: See the ompany's website.

(8) Other information material to the understanding of corporate governance: See the Company's website.