

Pili International Multimedia Co., Ltd.

Implementation of Ethical Corporate Management 2022

I. Implementation of Ethical Corporate Management [2022 (9th) Corporate Governance Evaluation Indicator 4.2]

- 1.** The Company has implemented a "whistleblower system" (passed during the board of directors meeting held on August 7, 2018) and disclosed on its Intranet and Internet websites the available channels for reporting misconduct. Stakeholders may raise report via physical mail, e-mail or telephone upon discovery of any conduct involving the Company's director, manager, employee, agent or controller that poses violation against the Company's ethical guidelines, integrity procedures or behavioral guidelines.

Misconduct reports raised between January and October 2022: 0.

Ethical management violations between January and October 2022: 0.

- 2. Training on “Corporate Integrity Code of Conduct” (including compliance with integrity laws, moral conduct, and prevention of insider trading):**

Internal training

Date	Course content	Man*hours
March 24, 2022 March 25, 2022 June 24, 2022 September 30, 2022	Orientation (including “Procedure for the Handling of Material Internal Information and Prevention of Insider Trading”)	142

External training

Date	Course content	Man*hours
June 17, 2022	Why do corporates need to establish the “Ethical Corporate Management Best Practice Principles?”	18
August 23, 2022	Ethical Corporate Management Best Practice Principles	
August 25, 2022	Promotional explanation session of the insider equity for the TPEX and emerging stock market listed companies	
September 8, 2022	Opportunities and challenges for fraud prevention by emerging technologies	
September 16, 2022	Discussion of the best practice principles of ethical corporate management, corporate governance, and corporate social responsibility, and the cases of practice	

[Source of information and updates: Business Integrity Enforcement Team - HR Department, Investor Relations Department, Legal Affairs Department, Audit Office]