

# **Pili International Multimedia Co., Ltd.**

## **Enforcement status of ethical corporate management in 2018**

### **1. The establishment of a reporting system against irregularities:**

On Aug. 7, 2018, the board approved the establishment of a “reporting system” against irregularities. Reporting channels have been made public on the Company’s website, a move indicating the Company prohibits corruption and all forms of fraud. Anyone who finds employees of the Company or its representatives are committing acts that may violate our ethical conduct code or ethical corporate management procedures can report the findings to us by mail, email or phone. Choose one from the three options.

- ◎ Enforcement status: no cases had been reported as of October 2018

### **2. The human resources department started to launch campaigns in 2017 to get “Ethical Corporate Management Principles” known to all employees of the Company and provide them with relevant courses.**

- ◎ Enforcement status: The annual meeting of the Company for 2017 was held in January, with the chairperson of the board speaking to the Company’s leaders at all levels about Pili’s vision for the future and its corporate culture. Chief of the general management office explained to leaders at all levels about the whistle-blowing system/anti-corruption mechanism. The move was part of the efforts to put the company’s ethical management philosophy into practice. A total of 44 leaders at all levels of the Pili Group participated in the activities.