

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

## **Business Integrity Performance 2019**

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 2019: 0.  
There had been no violation of the Integrity Code of Conduct between January and October 2019.

2. **Article 26 of Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies (review and amendment of the Integrity Code of Conduct and implementation measures):**

During the board of directors meeting held on August 19, 2019, a resolution was passed to establish "Integrity Code of Conduct" and amend "Business Integrity Procedures and Behavioral Guidelines"

[Letters No. Tai-Zheng-Zhi-Li-1080008378 and Zhing-Hui-Jian-10800565492 dated May 31, 2019]

3. **Training on "Corporate Integrity Code of Conduct" (including compliance with integrity laws, accounting system and internal control):** Employees were assigned to undergo 5 external and internal training sessions (for a total of 545 man-hours)