

Pili International Multimedia Co., Ltd.
Business Integrity Performance 2020

1. The Company upholds integrity in all business activities, and complies strictly with its Ethical Behavior Guidelines or Business Integrity Procedures and Behavioral Guidelines. The Company has a "whistleblower system" in place and prohibits corruption and all forms of fraud. The means for reporting misconduct and the Company's prohibition against corruption and all forms of fraud have been clearly disclosed on the intranet. Misconduct reports raised against stakeholders (directors, managers, employees, agents, or controllers) in 2020, whether through correspondence, e-mail, or telephone:

Misconduct reports raised between January and October 2020: 0.

There had been no violation of the Integrity Code of Conduct between January and October 2020.

2. **Training on "Corporate Integrity Code of Conduct" (including compliance with integrity laws, accounting system and internal control):** Employees were assigned to undergo 1 internal training session (for a total of 87.5 man-hours)

[Source of information and updates: Business Integrity Enforcement Team - Management Center, Legal Affairs Department, Audit Office, Human Resources Department]