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1. Purpose and Scope of Application

To establish a corporate culture of honest management and develop soundly, the Company has formulated the company's Corporate Integrity Management Code under the provisions of the "Ethical Corporate Management Best practice Principles for TWSE/GTSM Listed Companies" and hereby abides by it.

The scope of application of this Code includes the company, its subsidiaries and other institutions or legal entities with substantial control powers, as well as other group companies and organizations (hereinafter referred to as group companies and organizations).

2. Dishonest Behavior is Prohibited

The Company's directors, managers, employees, appointees or persons with substantial control powers (hereinafter referred to as "substantial controllers") shall not directly or indirectly provide, promise, request or accept any improper benefit, or engage in other dishonest acts that violate integrity, are illegal, or constitute a breach of fiduciary duties to obtain or maintain interests (hereinafter referred to as "dishonest acts"). The objects of the conduct in the preceding paragraph include public officials, political candidates, political parties or party officials, as well as any public or private enterprises or institutions and their directors, supervisors, managers, employees, substantial controllers or other interested parties.

3. The Form of Interests

The interests mentioned in this Code refer to anything of value, including money, gifts, commissions, positions, services, preferential treatment, kickbacks, and so forth in any form or name. However, this does not apply when it constitutes normal social etiquette and is incidental without any risk of affecting specific rights and obligations.

4. Compliance with Laws and Regulations

The company shall abide by the Company Act, Securities and Exchange Act, Business Entity Accounting Act, Political Donations Act, Anti-Corruption Act, Government Procurement Act, Act on Recusal of Public Servants Due to Conflicts of Interest, listing and over-the-counter regulations or other laws and regulations related to business conduct, as a way to implement integrity as the fundamental premise of business.

5. Policy

The company should adhere to the business philosophy of integrity, transparency and responsibility, formulate policies based on integrity, and establish good corporate governance and risk control mechanisms to create a business environment conducive to sustainable development.

6. Prevention Plan

The integrity management policy formulated by the company should clearly and in detail stipulate the specific practices of integrity management and a plan to prevent dishonest behavior (hereinafter referred

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to as the "prevention plan"). The company's prevention plans should comply with the relevant laws and regulations of the places where the company and its group companies and organizations operate. In the process of formulating prevention plans, the company should communicate with employees, labor unions, important business partners or other stakeholders.

7. Scope of Prevention Plan

When formulating a prevention plan, the company should analyze the business activities with higher risks of dishonest conduct within the business scope and strengthen relevant preventive measures.

The company's prevention plan should at least include the following preventive measures:

- A. Giving and receiving bribes.
- B. Providing illegal political contributions.
- C. Improper charitable donations or sponsorships.
- D. Offer or accept unreasonable gifts, entertainment or other improper benefits.
- E. Infringement of business secrets, trademark rights, patent rights, copyrights and other intellectual property rights.
- F. Engage in unfair competition.
- G. Products and services that directly or indirectly harm the rights, health and safety of consumers or other stakeholders during the development, procurement, manufacturing, provision or sale.

8. Commitment and Implementation

The company and its group companies and organizations should clearly state the policy of honest management in internal regulations and external documents. The Board of Directors and Management should actively implement the commitment to the honest management policy and integrate it into internal management and business activities.

9. Conduct Business Activities with Integrity

The company should conduct business activities fairly and transparently based on the principle of good faith management. Before conducting business transactions, the company should consider the legality of agents, suppliers, customers or other business transaction partners and whether they have been involved in dishonest behavior, and avoid transactions with those who have a record of dishonest behavior.

The contract signed between the company and its agents, suppliers, customers or other business transaction partners should include clauses that comply with the integrity management policy and that the contract can be terminated at any time if the counterparty engages in dishonest behavior.

10. Prohibition of Bribery

The Company and its directors, managers, employees, assignees and substantial controllers shall not, directly or indirectly, provide or make promises to customers, agents, contractors, suppliers, public officials or other interested parties while conducting business, request or accept any form of unfair

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advantage.

11. Prohibition of Illegal Political Donations

The Company and its directors, managers, employees, assignees and substantial controllers shall only make direct or indirect donations to political parties or organizations or individuals involved in political activities in compliance with the Political Donations Act and relevant internal operating procedures of the company. Such donations shall not be used to seek profits, business interests or trading advantages.

12. Improper Charitable Donations or Sponsorships are Prohibited

The Company and its directors, managers, employees, assignees and substantial controllers shall comply with relevant laws and internal operating procedures when making charitable donations or sponsorships, and shall not engage in any form of disguised bribery.

13. Unreasonable Gifts, Entertainment or Other Improper Benefits are Prohibited

The Company and its directors, managers, employees, assignees and substantial controllers shall not directly or indirectly provide or accept any unreasonable gifts, entertainment or other improper benefits intended to establish business relationships or influence business transactions.

14. Prohibition of Infringement of Intellectual Property Rights

The company and its directors, managers, employees, assignees and substantial controllers shall abide by laws and regulations related to intellectual property, the company's internal operating procedures and contract provisions. They shall not use, leak, dispose of or destroy, damage or otherwise infringe upon intellectual property rights without the consent of the intellectual property owner.

15. Prohibition to Engage in Unfair Competition

The company shall engage in business activities under relevant competition laws and shall not fix prices, manipulate bids, limit output and quotas, or share or divide the market by allocating customers, suppliers, operating areas or business types among other practices.

16. Prevent Products or Services from Harming Interested Parties

The company and its directors, managers, employees, assignees and substantial controllers shall abide by relevant laws and international standards during the research and development, procurement, manufacturing, provision or sales of products and services to ensure the transparency of information on products and services, as well as their safety and security. They shall prevent products or services from directly or indirectly harming the rights, health and safety of consumers or other stakeholders.

17. Organization and Responsibility

The company's directors, managers, employees, assignees and substantial controllers should fulfill the duty of care of good managers, urge the company to prevent dishonest behavior, and review its implementation effectiveness and continuous improvement at any time to ensure the implementation of honest management policy.

To improve the management of integrity management, the company should set up a dedicated unit under

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the Board of Directors, responsible for the formulation and supervision of the implementation of integrity management policies and prevention plans. This unit is mainly responsible for the following matters and reports to the Board of Directors regularly:

- A. Integrating integrity and moral values into the company's business strategy and cooperating with the legal system to formulate relevant anti-fraud measures to ensure honest operations.
- B. Develop plans to prevent dishonest behavior and formulate standard operating procedures and behavioral guidelines related to work and business within each plan.
- C. Planning the internal organization, establishment and responsibilities, and establishing a mutual supervision and check-and-balance mechanism for business activities with higher risks of dishonest conduct within the business scope.
- D. Promoting and coordinating integrity policy publicity and training.
- E. Planning the whistle-blowing system to ensure its effectiveness.
- F. Assisting the Board of Directors and Management in checking and evaluating whether the preventive measures established for the implementation of honest operations are operating effectively, and regularly evaluating the compliance status of relevant business processes and preparing reports.

18. Compliance with Laws and Regulations in Business Execution

The Company and its directors, managers, employees, assignees and substantial controllers shall comply with legal requirements and prevention plans while conducting business.

19. Avoidance of Interests

The company should formulate a policy to prevent conflicts of interest to identify, supervise and manage the risks of dishonest behavior that may result from conflicts of interest. It should also provide appropriate channels for directors, managers and other interested parties attending or attending the Board of Directors to proactively explain whether they have any potential conflicts of interest with the company.

The company's directors and managers and other interested parties attending or attending the Board of Directors should maintain a high degree of self-discipline. If they or the legal persons they represent have an interest in the resolutions listed on the Board of Directors, they should explain the importance of their interests to the Board of Directors Meeting. Those whose interests are likely to be harmful to the company's interests may state their opinions and answer questions, but are not allowed to participate in discussions and voting. They should recuse themselves from discussions and voting, and are not allowed to exercise their voting rights on behalf of other directors. Directors should also exercise self-discipline and support each other appropriately.

The Company's directors, managers, employees, assignees and substantial controllers shall not use their positions or influence in the Company to obtain improper benefits for themselves, their spouses, parents,

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children or any other person.

20. Accounting and Internal Control

The company should establish an effective accounting system and internal control system for business activities with higher risks of dishonest conduct. It should not maintain external accounts or keep secret accounts, and should review these systems periodically to ensure that the design and implementation continue to be effective. The company's internal audit unit should regularly check compliance with the preceding system, prepare an audit report and submit it to the Board of Directors. The company may appoint accountant to perform audit work and hire professionals to assist when necessary.

21. Operating Procedures and Behavioral Guidelines

The prevention plan formulated by the company under the provisions of Article 6 shall specifically regulate the operating procedures and behavioral guidelines for directors, managers, employees, assignees and substantial controllers to perform business. Its content shall at least cover the following matters:

- A. Providing or accepting benefits must comply with normal social etiquette and be incidental with no risk of affecting specific rights and obligations.
- B. Procedures for handling legal political donations.
- C. Procedures and threshold standards for legitimate charitable donations or sponsorships.
- D. Regulations on avoiding conflicts of interest related to duties, as well as reporting and handling procedures.
- E. Confidentiality requirements for sensitive information obtained in business, including confidential and commercially sensitive information.
- F. Standards and procedures for dealing with suppliers, customers and business partners involved in dishonest behavior.
- G. Procedures for handling violations of the Corporate Integrity Management Code.
- H. Disciplinary measures to be taken against violators.

22. Education, Training and Assessment

The company's chairman, general manager or senior management should regularly communicate the importance of integrity to directors, employees, appointees, assignees and substantial controllers. They should also promptly provide education, training and publicity to ensure that directors, managers, employees, assignees and substantial controllers fully understand the company's determination, policies, prevention plans and the consequences of dishonest behavior.

The company should integrate the integrity management policy with employee performance appraisal and human resources policies, and establish a clear and effective reward and punishment system.

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23. Reporting and Punishment

The company should provide legitimate reporting channels, and the identity of the reporter and the content of the report should be kept confidential.

24. Information Disclosure

The company has formulated and announced a disciplinary and complaint system for violations of integrity management regulations and promptly discloses information such as the title, name, date of violation, content of the violation, and handling of violations on the company's internal website.

The company continuously analyzes and evaluates the effectiveness of the integrity policy promotion, discloses its integrity management measures, implementation status, and previously disclosed quantitative data and promotion results on the company's website, annual reports and public prospectus. Additionally, the content of the Corporate Integrity Management Code on the Public Information Observatory.

25. Review and Revision of Policies and Measures

The company should continuously monitor the development of domestic and foreign regulations relating to integrity management, and encourage directors, managers and employees to make suggestions. Based on these suggestions, the company can review and improve its integrity management policies and promotion measures to enhance the effectiveness of the company's implementation of integrity management.

26. Implementation and Amendments

The formulation of this Code shall be implemented after being approved by the Company's Board of Directors, and the same shall apply to any revisions.