

Reporting illegal and anti-Integrity case policy

Article 1: Accordance

These measures are enacted to implement the provisions of the Company's Code of Integrity and Labor practices and thus encourage reporting of any illegal or anti-integrity.

Article 2: purpose

To establish a guidelines in proper handling and implementation of Code of Integrity in order to ensure and protect the person's involved and other counterparts.

Article 3: Acceptance parties

1. Spokesperson: Accept reports from stakeholders and investors.
2. Head of Administration Division: Accept reports from internal employees, customers, suppliers and contractors.

Article 4: channels for report: A. In person B. Through phone C. Written letter.

Article5: Appropriate Actions to be taken

1. Anonymous report will be rejected generally; however, if the report content deemed to have the necessary to investigate, it will be dealt with as a new case and for the reference of internal review.
2. For named report, the accepting unit will first clarify the intention and specific evidence. If there is an illegal, dishonesty or unethical behavior presented, it will be accepted and report to General Manager with related evidence.
3. After verifying the confidential matters, company will protect the identity of the persons or parties who reported the case.
4. If the person involved is a colleague, the company guarantees that the colleague will not be improperly disposed of due to the report.
5. The company will give the parties involved to appeal their case in a proper forum done by separate body committee to protect their right and to avoid retaliation case.

Article 6: If the case is verified as serious and grave matter, the company will deal with by legislation or company policies, and disclose the information on Market Observation Post System, thus grant appropriate rewards to the informant.

Article 7: This measures are implemented after the approval of Chairman, thus further amendments will be followed in the future.