

# Wieson Technologies Co., Ltd.

## Corporate Governance Best-Practice Principles

### Chapter 1 General Provisions

- Article 1 In order to fulfill corporate social responsibilities and promote economic, social and environmental & ecological balance and sustainable development, the Company has set down these best-practice principles to be followed.
- Article 2 The Principles shall apply to the Company including the entire operations of each company in the business group. The Company shall actively fulfill its corporate social responsibilities in the course of their business operations so as to achieve a balance between the international trends of environmental, social and corporate governance development and raise the level of contribution to the national economy, improve living standards of employees, the community and society through serving as a corporate citizen and develop competitive advantage based upon corporate responsibility.
- Article 3 In fulfilling corporate social responsibility duties, the Company shall, in its management and operations, pay consideration to social ethics and the rights and interests of other stakeholders and give consideration to the environment, society and corporate governance while pursuing sustainable operation and profitability.
- Article 4 The Company shall practice corporate social governance based upon the following principles: (1) Promotion of corporate governance (2) Development of a sustainable environment (3) Preservation of public welfare (4) Enhancing disclosure of corporate social responsibility information.
- Article 5 The Company shall comply with relevant laws, regulations, their articles of incorporation, their agreements with the GTSM, and other relevant rules. Development trends of domestic and international corporate social responsibility principles and the operational activities of the company itself and the overall business group shall be taken into account during the establishment of policies, systems or relevant management directives for corporate social responsibility programs, which shall be approved by the board of directors.

## Chapter 2 Exercising Corporate Governance

- Article 6 The board of directors of the Company shall exercise the due care of good administrators to urge the company to perform its corporate social responsibility duties, review the effects of implementation from time to time and continually make improvements to ensure the implementation of its corporate social responsibility policies.
- The board of directors of the Company shall practice corporate social responsibility in the following manner: (1) Making corporate social responsibility a central part of the company's operations and development; (2) Communicating the company's corporate social responsibility mission (or vision, values) and determining the corporate social responsibility policy; (3) Ensuring the disclosure of corporate social responsibility information.
- Article 7 To ensure sound management of its corporate social responsibility duties, the Company shall establish when deemed necessary a dedicated (co-dedicated) unit to be responsible for the submission and enforcement of corporate social responsibility policies or systems and report on this work periodically to the board of directors.
- Article 8 The Company shall respect the rights of stakeholders, identify and understand the reasonable expectations and demands of stakeholders through appropriate forms of communication and engagement, and shall appropriately respond to the important corporate social responsibility issues that the stakeholders are concerned about.
- Article 9 The Company shall establish an effective corporate governance framework and relevant ethical standards at the appropriate times to ensure sound corporate governance.
- Article 10 The Company shall comply with relevant laws and regulations in their business activities and observe the following guidelines to create a fair competitive environment: (1) Avoid engaging in unfair competitive practices; (2) Fulfill tax obligations; (3) Oppose bribery and corruption, set up a suitable management system (4) Corporate endowments should be made in accordance with the company's internal procedures.

Article 11 The Company shall hold regular instruction and training on business ethics and hold announcements of the above items for directors, supervisors and employees and incorporate this into the employee performance evaluation system to establish a clear and effective reward and discipline system.

### Chapter 3 Development of a Sustainable Environment

Article 12 The Company shall follow relevant environmental laws and regulations and international standards to properly protect the environment and shall work towards the goal of a sustainable environment while engaging in business activities.

Article 13 The Company shall strive to increase the efficiency of resource utilization and use recycled materials that have a low level of impact on the environment to ensure the sustainable use of the Earth's resources.

Article 14 The Company shall establish proper environment management systems based on industry attributes. The environment management systems shall include the following items: (1) Collect a sufficient amount of current information to evaluate the impact of business operations on the natural environment; (2) Set up measurable goals and regularly review if the continuity and relevance of these goals; (3) Regularly review environmental sustainability goals or how much progress has been made towards these goals.

Article 15 The Company shall appoint a dedicated environmental management unit or personnel to be in charge of the maintenance of the environment management system and holding regular environment education courses for their management and other employees.

Article 16 The Company shall consider the impact of ecology effects, promote and educate consumers on sustainable consumption concepts and engage in R&D, production, service and other business activities to reduce the impact of business operations on the natural environment: (1) Reduce the resource and energy consumption of products and services; (2) Reduce discharge of pollutants, toxic materials and waste and properly dispose of waste; (3) Improve recyclability and

reusability of raw materials or products; (4) Maximize sustainable use of recyclable resources; (5) Increase product durability; (6) Improve product and service efficiency.

Article 17 The Company shall properly and sustainably use water resources and establish relevant management measures to improve water use efficiency.

The Company shall refrain from polluting water, air and land in the course of their business operations. If pollution cannot be avoided, the Company shall make a full effort to reduce its adverse impact on human health and the environment by adopting the most feasible pollution prevention and control measures while taking into consideration to cost efficiency, technology and financial feasibility.

Article 18 The Company shall observe the impact of climate change on their operations and devise company strategies for energy conservation and carbon / greenhouse gas reduction based upon their business operations and greenhouse gas audit results. Acquisition of carbon credits shall be entered into the Company's carbon reduction strategy planning to serve as a basis for reduction on the impact of their business operations on the natural environment.

Chapter 4 Preserving Public Welfare

Article 19 The Company shall comply with relevant labor laws & regulations, uphold the legal rights of employees, respect internationally recognized basic worker's rights and refrain from violating basic worker's rights including freedom of assembly, collective bargaining rights, concern for disadvantaged groups, child labor prohibitions, various forms of forced labor, elimination of employment and job discrimination. The human resources policies of the Company shall be based on the principle of protection of basic worker's rights and appropriate management methods and procedures shall be established.

The Company shall ensure its employment policies do not permit differential treatment based on gender, race, age, marriage or family

status and provide equal compensation, employment conditions, training & promotion opportunities.

Article 20 The Company shall provide information to employees so employees understand their rights under the labor laws of the countries where the company operates.

Article 21 The Company shall provide a safe and healthy work environment for their employees, including necessary health and first-aid facilities and work to reduce employee safety and health risk factors to prevent occupational accidents. The Company shall hold regular safety and health instruction and training programs for their employees.

Article 22 The Company shall create an environment beneficial to the development of their employees' careers and establish effective training programs to develop and cultivate career skills.

Article 23 The Company shall set up channels for regular communication with employees so that employees may obtain information on business management activities & decisions and submit relevant opinions. The Company shall respect the right of employee representatives to enter into negotiations on working conditions and provide the necessary information and facilities to employee representatives to promote a spirit of harmony and cooperation between management and employees. Changes to business operations that may have a major impact on employees shall be communicated by the Company in an appropriate manner.

Article 24 The Company shall determine and publicly announce policies on consumer rights with regard to product responsibility and marketing ethics and ensure that these consumer rights policies are implemented.

Article 25 The Company shall ensure the quality of their products and services by following government laws & regulations and relevant industry standards. The Company shall follow government laws & regulations and relevant international guidelines when marketing or advertising their products / services. No deceptive, misleading, fraudulent or other similar practices may be used that violates consumers' trust or damages consumers' rights or interests.

Article 26 The Company shall provide a transparent and effective procedure for accepting consumer complaints about their products and services and handling consumer complaints in a fair and timely manner. The Company shall follow relevant laws and regulations regarding consumer privacy rights and the protection of personal data provided by consumers.

Article 27 The Company shall evaluate the impact of their purchasing activities on the society and environment of the community where sourced and cooperate with suppliers to foster together a higher sense of corporate social responsibility.

Article 28 The Company shall evaluate the impact of their business operations on the community and employ qualified personnel to encourage community acceptance.

The Company shall participate in community development and education activities held by public organizations, charity groups and local government agencies by means of business activities, donations in-kind, corporate volunteering or other free professional services to promote community development.

#### Chapter 5 Enhancing Disclosure of Corporate Social Responsibility Information

Article 29 The Company shall disclose information according to relevant laws and regulations and the Corporate Governance Best Practice Principles for TWSE/GTSM-Listed Companies and shall fully disclose relevant and reliable information relating to their corporate social responsibility work to improve information transparency.

Relevant information on corporate social responsibility disclosed by the Company shall include: (1) The governance mechanism, strategy, policy and management directives for corporate social responsibility resolved by the board of directors; (2) The risks and effect of corporate governance practices, development of a sustainable environment and preserving public welfare on company business operations and finances; (3) The objectives and measures established for corporate

social responsibility by the Company; (4) Corporate social responsibility implementation performance; (5) Other information relating to corporate social responsibility.

Article 30 The Company shall prepare corporate social responsibility reports that disclose the status of corporate social responsibility promotion. The content of the report shall include: (1) System framework, policy and action plan for implementation of corporate social responsibility; (2) Major stakeholders and relevant issues interested parties and their concerns; (3) Statement and discussion of the Company's implementation performance regarding promotion of corporate governance, development of sustainable environment and preservation of public welfare and review; (4) Future improvements and goals.

#### Chapter 6 Supplementary Provisions

Article 31 The Company shall keep track of the development of domestic and international corporate social responsibility systems and changes in the business environment to review and improve the corporate social responsibility system established at the Company and achieve better results from the implementation of their corporate social responsibility policy.

Article 32 These Principles and any revisions to it shall be implemented following resolution by the board of directors.

Article 33 These Principles were established on December 7, 2011.