

ETHICS POLICY

- ◆ Honest management, compliance with laws; prohibition against bribery, corruption, extortion and embezzlement.
- ◆ Without any inappropriate benefits, acceptance of compliments; with proper attendance.
- ◆ Open information, sound fiscal system; crystal, complete and honest file keeping.
- ◆ Give heed to intellectual property rights and safeguard customer information.
- ◆ Fair trade; prohibition against a conspiracy and inside trading.
- ◆ Never engage any activities contradictory to the company's interests.
- ◆ Always protect whistleblowers and prevent retaliation.
- ◆ Always protect the privacies of customers, suppliers and employees.

Report	Contact Information
Tel	886-37-586-896 Ext. 1100
Mailbox	whistleblower@phison.com