

Operation of whistleblowing system

- A. The company regularly organizes education, training and publicity for directors, managers, employees and substantial controllers, and invites counterparts who engage in business activities with the company to participate, so that they can fully understand the company's determination, policies, and precautions for honest management. programs and consequences of breaches of dishonesty.
- B. Anyone who finds a violation of the Code of Ethics can directly report to the top human resources supervisor of the independent director, the top supervisor of the audit unit, the chairman of the board of directors, or through the employee complaint channel. For managers or employees who violate, depending on the seriousness of the case, punishment including dismissal or dismissal will be taken in accordance with the relevant provisions of the "Implementation Points for Employee Reward and Punishment Operations".
- C. The company will strictly deal with the business transaction partners who violate the principles of honesty and incorruptibility, and reduce or cancel their cooperative relationship with the company depending on the severity of the circumstances, or even hand them over to the corresponding judicial authorities for handling.
- D. The company has a complaint method. There are clear operating procedures for handling complaints, investigations, and investigations. The company keeps confidential the relevant personnel and information who report or are reported.
- E. The company provides protection to the investigation process that the relevant personnel who report or are reported participate in to avoid unfair retaliation or treatment, and abide by Article 22 of the company's "Code of Integrity Management" regarding the identity of the whistleblower and Measures to keep the contents of the report confidential and protect the reporter from being improperly dealt with due to the report.
- F. In order to ensure that moral integrity can be truly implemented, the company provides a complaint hotline (<https://www.eris.com.tw/stakeholder.php>) in the interested person area of the official website. And set up a "general manager mailbox" in the company's internal network for employees to report.\
- G. G. If there are personnel who break the law or violate integrity and other related behaviors, internal and external people can contact and report through the above-mentioned channels, and the case will be handled in an appropriate and confidential manner. The company promises to protect the whistleblower from being improperly dealt with due to the reporting. The incident has been investigated Those who do violate integrity will be dealt with in accordance with relevant laws or employee punishment measures.
- H. H. In 2021, the company's integrity (violation) complaint mailbox will receive 0 complaints and reports.