



**PROTECTION OF RIGHTS AND CONFIDENTIALITY  
OF  
WHISTLE-BLOWER, COMPLAINANT OR RELATED PERSON**

The Company provides for the protection of whistle-blowers, complainants, informants, witnesses, or other persons involved in the complaint, whose rights will be protected by the Company. The Company will protect and maintain the confidentiality of all information and documentary evidence that can identify the whistle-blower, the complainant, the informant, the witness, or the person involved, the details are as follows;

- (1) The Company will effectively safeguard of whistle-blower, complainant or such co-operation's information and strictly kept confidential, only responsible officers to the particular subjects are accessible to such information. However, the Company may not provide details of the investigation process or any disciplinary action taken if these are deemed to be private and confidential.
- (2) The whistle-blower, the complainant or such co-operation should disclose his/her name, address and telephone number(s) or other contact details which would help the Company to require additional information including reporting the investigation, factual revelation, or alleviation of the damage in a more convenient way and shorter time. However, the whistle-blower, the complainant or such co-operation may choose not to reveal his/her name, address, and telephone number(s).
- (3) If the whistle-blower, the complainant or such co-operation thinks that he/she is unsafe or threatened, he/she may ask the company for appropriate protective measures, or the company may proactively provide protective measures if there is potential damage or danger.
- (4) The Company will not unfairly treat employees or outsourced persons, due to they provide information, cooperation, assistance or any help to the Company to investigate the truth.
- (5) The Company is committed to ensuring that no Employees will suffer demotion or other adverse consequences, or incur any kind of penalty, for declining to pay bribes, even if this may cause the Company to lose its business opportunity.