


CviLux Corporation  
Corporate Social Responsibility Principles



1. These principles are established in accordance with the Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies in order to fulfill its corporate social responsibility initiatives and to promote the balance between economic, social and environmental lives and sustainable development.
2. The Principles apply to the entire operations of the Company and its business group.  
In the course of business operations, the Company shall actively fulfill its corporate social responsibility so as to follow the international development trends of balancing the environment, society and corporate governance, to reinforce contribution to the state economy and improve the quality of life of employees, the community and society by acting as responsible corporate citizens and enhance competitive edges built on corporate social responsibility.
3. In fulfilling its corporate social responsibility initiatives, the Company shall give due consideration to the interest of stakeholders and, while pursuing sustainable operations and profits, also give due consideration to the environment, society and corporate governance. The Company shall also include social responsibility initiatives in its management guidelines and operating activities.  
The Company shall perform risk evaluation in terms of environmental, social and corporate governance issues related to the operation of the Company based on the principle of materiality and shall establish relevant risk management policies or measures.
4. To implement corporate social responsibility initiatives, the Company shall follow the principles below:
  - (1) Exercise corporate governance.
  - (2) Foster a sustainable environment.
  - (3) Preserve public welfare.
  - (4) Enhance disclosure of corporate social responsibility information.
5. The Company shall establish its policies, systems or relevant management systems in accordance with the law, its articles of association and the contracts signed with and applicable regulations of the Taiwan Stock Exchange Corporation, while taking into consideration domestic and international corporate social responsibility principles and the business operations of the Company itself and members of its business group as a whole which shall be approved by the board of directors.
6. The Company shall follow the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and the Guidelines for the Adoption of Codes of Ethical Conduct for TWSE/GTSM Listed Companies to establish effective corporate governance frameworks and relevant ethical standards so as to enhance corporate governance.
7. The board of directors of the Company shall exercise the due care of a good administrator to urge the Company to perform its corporate social responsibility initiatives and conduct checks and improvements at all times so as to ensure the thorough implementation of its corporate social responsibility initiatives.  
In performing corporate social responsibilities, the board of directors of the Company shall take the interest of stakeholders fully into consideration, including the following:
  - (1) Identify the Company's corporate social responsibility mission or vision, establish its corporate social responsibility policy, system or relevant management proposal.
  - (2) Include corporate social responsibility into the Company's operating activities and development directions and determine specific promotional plans for corporate social

responsibility.

- (3) Ensure the timeliness and correctness of the disclosure of corporate social responsibility related information.

Economic, social and environmental issues arising out of the operating activities of the Company shall be handled by top management with the authorization from the board of directors, with the status of handling reported to the board of directors. The handling process flow and each relevant responsible person should be specific and clear.

8. The Company shall, on a regular basis, organize education and training on corporate social responsibility, including the promotion of the matters in the two paragraphs under the previous paragraph.
9. For the purpose of managing corporate social responsibility initiatives, the Company is advised to establish a dedicated unit to be in charge of proposing and enforcing corporate social responsibility policies, systems or relevant management guidelines, specific promotional plans and to report on the same to the board of directors on a periodic basis.
10. The Company shall respect the rights and interests of stakeholders, identify stakeholders of the Company, put in place a section in the Company's website that is dedicated to stakeholders, understand the reasonable expectations and demands of stakeholders through proper communication and adequately respond to the important corporate social responsibility issues which they are concerned about.
11. The Company shall follow relevant environmental laws, regulations and international standards to properly protect the environment and shall endeavor to promote a sustainable environment when engaging in business operations and internal management.
12. The Company shall endeavor to utilize all resources more efficiently and use renewable materials which have a low impact on the environment to improve sustainability of natural resources.
13. The Company is advised to establish proper environment management systems based on the characteristics of its industry based on the following tasks:
  - (1) Collecting sufficient and up-to-date information to evaluate the impact of the Company's business operations on the natural environment.
  - (2) Establishing measurable goals and examining the continuity and relevance of such goals on a regular basis.
  - (3) Evaluate development of environmental sustainability objectives or goals on a regular basis.
14. The Company is advised to establish a dedicated unit or assign dedicated personnel for environment management systems to maintain environment management related systems and hold environment education courses for their managerial officers and other employees regularly.
15. The Company is advised to take into account the effect on ecological efficiency, promote and advocate the concept of sustainable consumption to consumers and conduct research and development, production and service operations in accordance with the following principles to reduce the impact on the natural environment from its business operations:
  - (1) Reduce resource and energy consumption of its products and services.
  - (2) Reduce emission of pollutants, toxins and waste, and dispose of waste properly.
  - (3) Improve recyclability and reusability of raw materials or products.
  - (4) Maximize the sustainability of renewable resources.
  - (5) Enhance the durability of products.
  - (6) Improve efficiency of products and services.
16. To improve efficiency in the use of water resource, the Company shall use water resource in a proper and sustainable manner and shall establish relevant management measures. The Company shall avoid polluting water, air and land in its operation. If unavoidable, the Company shall, in consideration of cost efficiency and to the extent permissible in terms of technology and finance, use its best efforts to reduce adverse impact on human health and

the environment by adopting the best practical pollution prevention and control measures.

17. The Company shall exercise due care and monitor the impact of climate change on its operations and shall establish company strategies for energy conservation and carbon and greenhouse gas reduction based upon its operations and the result of a greenhouse gas inventory. Such strategies should include obtaining carbon credits to promote and minimize the impact of its business operations on climate change.

18. The Company shall comply with applicable laws and regulations and follow international human resource treaties such as rights of gender equality, right to work and prohibition against discrimination.

To perform its responsibility to protect human rights, the Company shall establish relevant management policies and procedures, including:

(1) Proposing enterprises human rights policies or statements.

(2) Evaluate the impact of the Company's operating activities and internal management on human right and establish corresponding handling procedures.

(3) Regularly review the performance of enterprise human rights policies or statement.

(4) In case of infringement upon human right, disclose handling procedure for stakeholders involved.

The Company shall comply with internationally recognized workers' human rights, such as the freedom of association, the right of collective bargaining, caring for vulnerable groups, prohibiting the use of child labor, eliminating all forms of forced labor, eliminating recruitment and employment discrimination, ensure its human resource utilization policies are free of differentiation between gender, race, social and economic class, age, marital and family status and implement equality and fairness in employment, hiring conditions, remuneration, benefit, training, evaluation and promotion opportunities.

In relation to any event that jeopardizes workers' interest, the Company shall provide an effective and proper complaint system to ensure equality and transparency of the complaint process. The complaint channel shall be simple, clear, convenient, swift and smooth and employee complaints shall be properly replied to.

19. The Company shall provide information for its employees so that the employees have knowledge of the labor laws and the rights they enjoy in the countries where the Company has business operations.

20. The Company shall provide safe and healthful work environments for its employees, including necessary health and first-aid facilities and shall endeavor to curb dangers to employees' safety and health and to prevent occupational accidents.

The Company shall organize training on safety and health for its employees on a regular basis.

21. The Company is advised to foster career skills to create an environment conducive to the development of its employees' careers and create effective training programs.

The Company shall establish and implement reasonable employee benefit measures (including remuneration, leave of absence and other benefit, etc.) and properly reflect its operating performance or results in employee remuneration to ensure human resource recruitment, retention and encouragement and to achieve the objective of sustainable operation.

22. The Company shall establish a platform to facilitate regular two-way communication between the management and the employees for the employees to obtain relevant information on and express their opinions on the Company's operations, management and decisions.

The Company shall respect the power of employee representatives to negotiate working conditions and provide employees with required information and hardware facilities to promote negotiation and cooperation between the employer, employees and employee representatives.

The Company shall give notice to the employees in a reasonable manner about operational

changes that may create a material impact.

23. The Company shall treat clients or consumers of its products or services in a fair and reasonable manner, including fairness and good faith in contracting, due care and fiduciary duty, truthful advertisements, fitness of products or services, information and disclosure, balance between remuneration and performance, assurance of complaint and professionalism of sales representatives, and shall establish relevant enforcement strategies and specific measures.
24. The Company shall be responsible and shall focus on marketing ethics for its products and services. The research and development, procurement, production, processing and service process flows shall ensure transparency and safety of product and service information. Consumer interest policies shall be established, published and implemented in its operating activities to prevent jeopardy to consumer interest, health and safety by products or services.
25. The Company shall ensure the quality of its products and services by following the laws and regulations of the government and relevant standards of its industry.  
The Company shall follow relevant laws and regulations and international guidelines about customer health and safety, client privacy, marketing and labeling of products and services and shall not deceive, mislead, commit fraud or engage in any other acts which would betray consumer trust or damage consumer rights or interests.
26. In relation to its products and services, the Company shall provide a clear and effective procedure for accepting consumer complaints to fairly and timely handle consumer complaints and shall comply with relevant laws and regulations for respecting consumers' rights of privacy and shall protect personal data provided by consumers.
27. The Company is advised to carefully assess the impact of their procurement on society as well as the environment of the community that it is procuring from, and shall cooperate with its suppliers to jointly implement the corporate social responsibility initiative.  
The Company is advised to establish supplier management policies and require suppliers to comply with relevant regulations on environmental protection, professional safety and health or labor human right issues. Before engaging in business dealings, it is advisable to evaluate whether a supplier has any record of impacting the environment or the society. Transactions in conflict with the enterprise social responsibility policies should be avoided. It is advisable for contracts signed by the Company with its main suppliers to include the enterprise social responsibility policies of both parties and a clause allowing termination or cancellation of the contract at any time if the supplier breaches the policy and has a significant impact on the environment or society of the community of the supply source.
28. The Company shall evaluate the impact of its operation on the community and shall duly hire local manpower for the operation of the Company in order to increase community recognition.  
It is advisable for the Company to participate community development and community education civil organizations, charity and public interest organizations or local government organization related activities through commercial activities, in-kind donation, volunteer services or other pro bono professional services in order to promote community development.
29. The Company shall disclose information according to relevant law, regulations and the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and shall fully disclose relevant and reliable information relating to its corporate social responsibility initiatives to improve information transparency.  
Relevant information relating to corporate social responsibility that the Company may disclose includes:
  - (1) The policies, systems or relevant and management guidelines for corporate social responsibility initiatives, as resolved by the board of directors, as well as specific promotional plans.
  - (2) The risks and the impact on the corporate operations and financial condition arising from

- exercising corporate governance, fostering a sustainable environment and preserving social public welfare.
- (3) Goals, measures and implementation performance for realizing the corporate social responsibility initiatives established by the Company.
  - (4) Main stakeholders and issues of their concern.
  - (5) Disclosure of management and performance information about major environmental and social issues by major suppliers.
  - (6) Other information relating to corporate social responsibility initiatives.
30. The Company shall prepare corporate social responsibility reports to disclose the status of its implementation of the corporate social responsibility initiatives. The reports are advised to include:
- (1) The system structure, policy and action plans for implementing corporate social responsibility initiatives.
  - (2) Major stakeholders and their concerns.
  - (3) Results and a review of the exercising of corporate governance, fostering of a sustainable environment, preservation of public welfare and promotion of economic development.
  - (4) Future improvements and goals.
31. The Company shall at all times monitor the development of domestic and foreign corporate social responsibility standards and the change of business environment so as to examine the improve their established corporate social responsibility framework and to obtain better results from the implementation of the corporate social responsibility policy.
32. These Principles, including any amendment hereto, shall be implemented following approval by the board of directors.
33. These Principles were established on 29 December 2014.  
First amendment was made on 19 March 2015.  
Second amendment was made on 7 May 2020.