

Ethical Business Practices

CHS upholds integrity and ethical conduct as the highest guiding principles of its operations. The Company adheres to standards of corporate honesty, fairness, and impartiality in both internal and external affairs. It strictly complies with all applicable laws and regulations. An annual report on the implementation of integrity management policies and measures is submitted to the Board of Directors. The 2024 implementation details are as follows:

Items	Implementation Measures	Execution Status
Establishment of Regulations and Guidelines	<ol style="list-style-type: none"> CHS has established the "Ethical Corporate Management Best Practice Principles" and the "Procedures and Guidelines for Ethical Corporate Management and Conduct" in accordance with TWSE's "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" The Company has established the "Standards of Ethical Conduct for Directors," the "Standards of Ethical Conduct for Managers and Senior Professionals," and the "Code of Ethics for Employees," which clearly define the rules regarding conflicts of interest. The Company has established the "Standards for Handling the Acceptance of Gifts, Entertainment, and Lobbying," providing guidelines for employees when dealing with relevant situations. The Company has established the "Employee Work Rules" and "Reward and Punishment Measures" to regulate employee behavior. Violations of these regulations are addressed according to the severity of the infraction. 	Relevant regulations and guidelines are placed in the Company's knowledge management system for colleagues to reference.
Intellectual Property Protection	<ol style="list-style-type: none"> The Company has established the "Trade Secret Management Procedures." All employees are required to comply with relevant intellectual property regulations, including ownership, confidentiality obligations, and non-infringement assurances. Employees are also prohibited from using others' trade secrets without proper authorization. Procurement contracts and engineering appendices clearly state that contractors must comply with the Company's IP rights, confidentiality obligations, and non-infringement assurances, and may not violate the IP rights of others. 	<ol style="list-style-type: none"> All employees have signed a "Confidentiality Agreement for Employees." These regulations are available on the Company's website under Procurement Downloads (Website) for suppliers and contractors to review.
Supplier and Contractor Management	<ol style="list-style-type: none"> In the General Environmental and Safety Regulations, it is stipulated that any supplier or contractor found guilty of bid rigging, collusion, bribery, or offering illicit benefits to the Company's personnel or their relatives may be subject to compensation claims and permanent disqualification from future dealings. Procurement contracts and engineering appendices also specify that in cases of unethical conduct, violation of labor laws that harm labor rights, or direct/indirect funding of armed groups that severely violate human rights, the Company may terminate the contract in whole or in part without notice and may claim penalties. 	
Educational Advocacy	<ol style="list-style-type: none"> Supervisors at all levels continuously promote the Company's principles of ethical business conduct and emphasize the importance of integrity through various internal meetings, ensuring that no misconduct is tolerated. All new employees undergo anti-corruption education and training on the "Code of Ethics for Employees" during their pre-employment orientation. 	<ol style="list-style-type: none"> All new employees have received anti-corruption training. Four sessions of insider trading

	<p>3. To prevent insider trading, periodic training is provided to directors and managerial officers on the blackout period and related financial regulations.</p>	<p>prevention training were conducted for directors and managerial officers.</p>
<p>Whistleblowing Channel for Ethical Violations</p>	<p>The Company has established the "Procedures for Reporting Ethical Violations," with a designated reporting channel (Website). The Internal Auditing Department is responsible for handling such reports. The identity of whistleblowers and report content are kept strictly confidential. If an investigation reveals a major violation or risk of significant damage to the Company, a report will be prepared and submitted in writing to the independent directors.</p>	<p>In 2024, one case was reported. After careful verification and internal review, the matter was handled appropriately by the responsible unit. The investigation concluded that the case did not involve corruption or violation of operational procedures.</p>