



## Sonix Technology Co., Ltd.

# Implementation of Ethical Corporate Management Best Practice Principles

BoD Report Date : 2.27.2024

The implementation of ethical corporate management best practice principles in 2023 are as follows :

Item	Execution matters	Execution instructions	Number of pieces (times)
1	<b>Contracts include confidentiality and ethical corporate management clauses</b>	Confidentiality agreement and clauses in this year's contract.	48 contracts
2	<b>Education and training courses</b>	New employees' education training advocacy - conducted in two stages 1. Advocacy for the new employees on the registration day 2. Sonix online university: online learning courses for new employees.	21 courses (42 hours)
3	<b>The laws and regulations for Ethical Corporate Management Best Practice Principles, case advocacy</b>	1. Include the advocacy of the " Ethical Corporate Management Best Practice Principles " on -the-job training for new employees and conduct it through online learning. 2. In the achievement sharing session for new employees, advocacy by the company's senior managers and supervisors	29 courses (58 hours)  9 courses (18 hours)
4	<b>Formulate or revise " Procedures for Ethical Management &amp; Guidelines for Conduct " and the "Impeachment Policy"</b>	No amendment to the " Procedures for Ethical Management & Guidelines for Conduct " and the "Impeachment Policy" in this year.	-
5	<b>Report</b>	There were no reported matters during this year.	-

Note: In order to improve the management of Ethical Corporate Management Best Practice Principles, the administration division is responsible for policy and prevention plan formulation, and CEO office is responsible for supervising execution and reporting to the board of directors regularly.