

Any doubt regarding this Code of Ethics shall be directed to the immediate supervisor or the Company's Human Resources Department.

Article 16 Waivers

The Company may, by a prior approval, waive application to this Code of Ethics for directors, supervisors, managers, and employees under certain limited situations. The waivers for directors, supervisors, or senior managers shall be granted by the Board. Waivers of other personnel shall be reviewed by a special committee chaired by the Senior Vice President of headquarters. Where the waiver shall be granted if it is in compliance with the laws or company rules, the waiver that is not in violation of the company's legitimate business policies may be granted at discretion.

The Company shall promptly disclose to the shareholders about the names of directors, supervisors, or senior managers receiving the waiver, the contents of and reason for such waiver and state the same in the Company's public periodic report for the next issue.

Article 17 Application to affiliates and organization

Group enterprises or entities such as the Company's subsidiaries, institutes with direct or indirect cumulative donation funds exceeding 50%, and institutions or legal persons with substantial controlling power shall proceed with business activities in accordance with this Code of Ethics and may establish relevant provisions for need of business operation.

Article 18 Riders

This Code of Ethics is established solely for the internal use by the Company. It is not intended to and does not give any rights to any employee, customer, supplier, competitor, shareholder, or any other person or entity. It does not in any way constitute a commitment, by or on behalf of the Company, as to any fact, circumstance or legal conclusion.

Article 19 Enforcement

This Code of Ethics is enforced upon the approval of the Board and the same procedures will apply to amendment thereafter from time to time.