

President Chain Store Corporation Procedures for Ethical Management and Guidelines for Conduct

Date of Initial Adoption: August 4, 2015

Date of the first Amendment: July 30, 2020

Date of Latest Amendment: July 30, 2025

Article 1

President Chain Store Corporation (hereinafter “this Corporation”) engages in commercial activities following the principles of fairness, honesty, faithfulness, and transparency, and in order to fully implement a policy of ethical management and actively prevent unethical conduct, these Procedures for Ethical Management and Guidelines for Conduct (hereinafter, "Procedures and Guidelines") are adopted pursuant to the provisions of the Ethical Corporate Management Best Practice Principles for TWSE/GTSM-Listed Companies and the applicable laws and regulations of the places where this Corporation and its business groups and organizations operate, with a view to providing all personnel of this Corporation with clear directions for the performance of their duties.

The subsidiaries of this Corporation and other group enterprises or institutions, which are de facto controlled by this Corporation, shall adopt their own procedures for ethical management and guidelines for conduct in accordance with the spirit of these Procedures and Guidelines.

Article 2

For the purposes of these Procedures and Guidelines, the term "personnel of this Corporation" refers to any director of this Corporation and other group enterprises or institutions, supervisor, managerial officer, employee, mandatary or person having substantial control, of this Corporation or its group enterprises and organizations.

Any provision, promise, request, or acceptance of improper benefits by any personnel of this Corporation through a third party will be presumed to be an act by the personnel of this Corporation.

Article 3

For the purposes of these Procedures and Guidelines, "unethical conduct" means that any personnel of this Corporation, in the course of their duties, directly or indirectly provides, promises, requests, or accepts improper benefits or commits a breach of ethics, unlawful act, or breach of fiduciary duty for purposes of acquiring or maintaining benefits.

The counterparties of the unethical conduct under the preceding paragraph include public officials, political candidates, political parties or their staffs, and government-owned or private-owned enterprises or institutions and their directors, supervisors, managerial officers, employees, persons having substantial control, or other interested parties.

Article 4

For the purposes of these Procedures and Guidelines, the term "benefits" means any money, gratuity, gift, commission, position, service, preferential treatment, rebate, facilitating payment, entertainment, dining, or any other item of value in whatever form or name.

Article 5

This Corporation shall designate the Integrity, Risk, and Cybersecurity Management Committee as the solely responsible unit. The Integrity, Risk, and Cybersecurity Management Committee is subordinate to the Board of Directors and is responsible for planning revisions to these Procedures and Guidelines. In accordance with the "Ethical Corporate Management Best Practice Principles for President Chain Store Corporation," it shall compile and review the implementation status, interpretations, and consultation services related to ethical corporate management conducted by all relevant departments of this Corporation. The main duties of the Integrity, Risk, and Cybersecurity Management Committee include the following matters, and it shall report to the Board of Directors on a regular basis (at least once a year):

1. Assisting in incorporating ethics and moral values into this Corporation's business strategy and adopting appropriate prevention measures against corruption and malfeasance to ensure ethical management in compliance with the requirements of laws

and regulations.

2. Analyzing and assessing the risks of unethical conduct within the business scope on a regular basis and accordingly adopting programs to prevent unethical conduct and setting out in each program the standard operating procedures and conduct guidelines with respect to this Corporation's operations and business.
3. Planning the internal organization, structure, and allocation of responsibilities and setting up check-and-balance mechanisms for mutual supervision of the business activities within the business scope for business activities within the business scope that carry a higher risk of unethical conduct.
4. Promoting and coordinating awareness and educational activities with respect to ethics policy.
5. Developing a whistle-blowing system and ensuring its operating effectiveness.
6. Assisting the board of directors and management in auditing and assessing whether the prevention measures taken for the purpose of implementing ethical management are effectively operating, and preparing reports on the regular assessment of compliance with ethical management in operating procedures.
7. Preparing and retaining properly documented information such as ethical management policy and compliance statements, situations concerning the performance of undertakings and enforcement etc.

Article 6

Except under one of the following circumstances, when providing, accepting, promising, or requesting, directly or indirectly, any benefits as specified in Article 4, the conduct of the given personnel of this Corporation shall comply with the provisions of the “Ethical Corporate Management Best Practice Principles for President Chain Store Corporation” and these Procedures and Guidelines, and the relevant procedures shall have been carried out:

1. The conduct is undertaken to meet business needs and is in accordance with local courtesy, convention, or custom during domestic (or foreign) visits, reception of guests, promotion of business, and communication and coordination.
2. The conduct has its basis in ordinary social activities that are attended or others are invited to hold in line with accepted social custom, commercial purposes, or

developing relationships.

3. Invitations to guests or attendance at commercial activities or factory visits in relation to business needs, when the method of fee payment, number of participants, class of accommodations, and the time period for the event or visit have been specified in advance.
4. Attendance at folk festivals that are open to and invite the attendance of the general public.
5. Other conduct that complies with the rules of this Corporation.

Article 7

Except under any of the circumstances set forth in the preceding article, when any personnel of this Corporation are directly or indirectly offered or promised any benefits as specified in Article 4 by another party, the matter shall be handled in accordance with the following procedures:

1. If there is no conflict of interest between the offering party and the employee's duties, the employee shall, within three days of receipt, report the matter to their immediate supervisor and Vice President. The Audit Office shall also be notified if necessary.
2. If a conflict of interest exists between the offering party and the employee's duties, the benefit shall be returned or declined, and the employee shall report the matter to their immediate supervisor and Vice President, with the Audit Office duly notified.

The term "conflict of interest with the employee's duties" as mentioned above refers to any of the following situations:

1. The two parties have business dealings, a relationship of supervision or control, or are involved in expense subsidies or reward arrangements.
2. The parties are seeking, engaging in, or have entered into a contracting, procurement, or other business relationship.
3. Any other situation where decisions made, actions taken, or not taken in the course of the Corporation's business may result in a favorable or unfavorable impact on the offering party.

In the event of the situations described in Paragraph 1, the employee's immediate supervisor

shall, based on the nature and value of the benefit, propose an appropriate course of action—such as returning the benefit, accepting it upon payment, turning it over to the Corporation, donating it to a charitable organization, or other suitable arrangements. Such a proposal shall be executed after obtaining approval from the Vice President and must be properly recorded. The Audit Office shall also be notified of the situation.

Article 8

This Corporation shall neither provide nor promise any facilitating payments.

If any personnel of this Corporation provides or promises a facilitating payment due to threats or intimidation, they shall document the incident and report it to their immediate supervisor and the Vice President, and jointly work with relevant departments to investigate and handle the matter. If any illegal conduct is discovered, the case shall be immediately reported to the judicial authorities, and a review shall be conducted to reduce the risk of recurrence.

Article 9

This Corporation, its directors, managers, employees, mandataries, and de facto controllers shall comply with the Political Donations Act and the Corporation's relevant internal procedures when directly or indirectly making donations to political parties, organizations, or individuals participating in political activities. Such donations shall not be made for the purpose of obtaining commercial benefits or business advantages.

Article 10

Charitable donations or sponsorships by this Corporation shall be provided in accordance with the following provisions:

1. It shall be ascertained that the donation or sponsorship is in compliance with the laws and regulations of the country where this Corporation is doing business.
2. A written record of the decision making process shall be kept.
3. A charitable donation shall be given to a valid charitable institution and may not be a disguised form of bribery.

4. The returns received as a result of any sponsorship shall be specific and reasonable, and the subject of the sponsorship may not be a counterparty of this Corporation's commercial dealings or a party with which any personnel of this Corporation has a relationship of interest.

Article 11

When a director, manager, or any other stakeholder attending or present at a meeting of the Board of Directors of this Corporation, or the juristic person they represent, has a conflict of interest in relation to any proposal listed on the agenda, they shall disclose the material aspects of such interest at the meeting. If such interest is likely to prejudice the interests of the Corporation, they shall not participate in the discussion or voting on the proposal, must recuse themselves during the discussion and voting, and shall not act as a proxy for any other director in voting. Directors shall also exercise self-discipline and must not engage in inappropriate mutual support.

Where the spouse, a blood relative within the second degree of kinship of a director, or any company having a controlling or subordinate relationship with a director has an interest in the matter under discussion, the director shall be deemed to have a personal interest in that matter.

If, in the course of executing corporate duties, any personnel of this Corporation becomes aware of a conflict of interest involving themselves or the juristic person they represent, or that they, their spouse, parents, children, or any related party may obtain improper benefits as a result, they shall promptly report the relevant facts to their immediate supervisor and the Vice President, and notify the Audit Office. The immediate supervisor shall provide appropriate guidance in response.

Personnel of this Corporation shall not use corporate resources for commercial activities unrelated to the Corporation, nor shall their job performance be compromised due to participation in external commercial activities.

Article 12

This Corporation shall set up a special unit and Legal Department in charged with

formulating and implementing procedures for managing, preserving, and maintaining the confidentiality of this Corporation's trade secrets, trademarks, patents, copyrights and other intellectual properties and it shall also conduct periodical reviews on the results of implementation to ensure the sustained effectiveness of the confidentiality procedures.

All personnel of this Corporation shall faithfully follow the operational directions pertaining to intellectual properties as mentioned in the preceding paragraph and may not disclose to any other party any trade secrets, trademarks, patents, works, and other intellectual properties of this Corporation of which they have learned, nor may they inquire about or collect any trade secrets, trademarks, patents, copyrights and other intellectual properties of this Corporation unrelated to their individual duties.

Article 13

This Corporation shall follow the Fair Trade Act and applicable competition laws and regulations when engaging in business activities, and may not fix prices, make rigged bids, establish output restrictions or quotas, or share or divide markets by allocating customers, suppliers, territories, or lines of commerce.

Article 14

This Corporation shall collect and understand the relevant laws, regulations, and international standards governing its products and services. It shall compile and clearly define the key compliance points, ensuring that the Corporation's personnel, during the research and development, procurement, manufacture, provision, or sale of products and services, adhere to the transparency and safety requirements for product information, labeling, and services.

This Corporation shall establish and publish a policy on consumer and stakeholder rights protection on its website, to prevent its products or services from directly or indirectly harming the rights, health, or safety of consumers or other stakeholders.

In cases where there are confirmed media reports or concrete evidence that the Corporation's products or services may pose a risk to the safety and health of consumers or other stakeholders, the Corporation shall, within the shortest possible timeframe, take proactive or cooperative actions with the relevant government authorities to recall the affected products

or suspend the services. The Corporation shall also investigate the facts and propose a corrective action plan.

The responsible unit or the Corporate Safety Committee shall report the incident, the actions taken, and the subsequent review and improvement measures to the Chairman of the Board, and if necessary, present a special report at the next Board of Directors meeting.

Article 15

All personnel of this Corporation shall adhere to the provisions of the Securities and Exchange Act, and may not take advantage of undisclosed information of which they have learned to engage in insider trading. Personnel are also prohibited from divulging undisclosed information to any other party, in order to prevent other party from using such information to engage in insider trading.

Any organization or person outside of this Corporation that is involved in any merger, demerger, acquisition and share transfer, major memorandum of understanding, strategic alliance, other business partnership plan, or the signing of a major contract by this Corporation shall be required to sign a non-disclosure agreement in which they undertake not to disclose to any other party any trade secret or other material information of this Corporation acquired as a result, and that they may not use such information without the prior consent of this Corporation.

Article 16

This Corporation shall request its directors and senior management to issue a statement of compliance with the ethical management policy and require in the terms of employment that employees comply with such policy.

This Corporation shall disclose its policy of ethical management in its internal rules, annual reports, on the company's websites, and in other promotional materials, and shall make timely announcements of the policy in events held for outside parties such as product launches and investor press conferences, in order to make its suppliers, customers, and other business-related institutions and personnel fully aware of its principles and rules with respect to ethical management.

Article 17

Before developing a commercial relationship with another party, such as an agent, supplier, customer, or other counterparty in commercial dealings, this Corporation shall evaluate the legality and ethical management policy of the party and ascertain whether the party has a record of involvement in unethical conduct, in order to ensure that the party conducts business in a fair and transparent manner and will not request, offer, or take bribes.

When this Corporation carries out the evaluation under the preceding paragraph, it may adopt appropriate audit procedures for a review of the counterparty with which it will have commercial dealings with respect to the following matters, in order to gain a comprehensive knowledge of its ethical management:

1. The enterprise's nationality, location of business operations, organizational structure, and management policy, and place where it will make payment.
2. Whether the enterprise has adopted an ethical management policy, and the status of its implementation.
3. The long-term business condition and degree of goodwill of the enterprise.
4. Consultation with the enterprise's business partners on their opinion of the enterprise.
5. Whether the enterprise has a record of involvement in unethical conduct such as bribery or illegal political contributions.

Article 18

Any personnel of this Corporation, when engaging in commercial activities, shall make a statement to the trading counterparty about this Corporation's ethical management policy and related rules, and shall clearly refuse to provide, promise, request, or accept, directly or indirectly, any improper benefit in whatever form or name.

Article 19

All personnel of this Corporation shall avoid business transactions with an agent, supplier, customer, or other counterparty in commercial interactions that is involved in unethical conduct. When the counterparty or partner in cooperation is found to have engaged in unethical conduct, the personnel shall immediately cease dealing with the counterparty and blacklist it for any

further business interaction in order to effectively implement this Corporation's ethical management policy.

Article 20

Before entering into a contract with another party, this Corporation shall first assess the other party's ethical management status and incorporate the compliance with the Corporation's ethical management policies into the contractual terms. The contract shall at a minimum clearly stipulate the following provisions:

1. In the event that either party becomes aware of any personnel violating the contractual terms prohibiting the acceptance of commissions, rebates, or other improper benefits, the party shall immediately inform the other party of the violator's identity, the manner in which the provision, promise, request, or acceptance of such benefits occurred, and the amount or nature of the improper benefit. The party shall also provide relevant evidence and fully cooperate with the investigation. If any damage is caused to either party as a result, the affected party may include a request for compensation for damages in the contract and may deduct the damage amount from the contract price payable.
2. If either party engages in unethical conduct in the course of commercial activities, the other party may unconditionally terminate or rescind the contract at any time.
3. Clear and reasonable payment terms shall be established, including the payment location, method, and compliance with relevant tax laws and regulations.

Article 21

As an incentive to insiders and outsiders for informing of unethical or unseemly conduct, this Corporation will grant a reward depending the seriousness of the circumstance concerned. Insiders having made a false report or malicious accusation shall be subject to disciplinary action and be removed from office if the circumstance concerned is material.

This Corporation shall internally establish and publicly announce on its website and the intranet, or provide through an independent external institution, an independent mailbox or hotline, for insiders and outsiders of this Corporation to submit reports. A whistleblower shall at least furnish the following information:

1. the whistleblower's name and I.D. number (whistleblowing reports may be submitted anonymously), and an address, telephone number and e-mail address where it can be reached.
2. the informed party's name or other information sufficient to distinguish its identifying features.
3. specific facts available for investigation.

Personnel of this Corporation handling whistle-blowing matters shall represent in writing they will keep the whistleblowers' identity and contents of information confidential. This Corporation also undertakes to protect the whistleblowers from improper treatment due to their whistleblowing.

The responsible unit of this Corporation shall observe the following procedure in handling whistleblowing matters:

1. If the report involves general employees, it shall be submitted to their immediate supervisor and the vice president. If the report involves a director or senior management, it shall be submitted to the independent directors or the audit committee.
2. The responsible individuals, including the vice president, independent directors, or members of the audit committee who receive the report, shall investigate the facts promptly. If necessary, they may seek assistance from the legal compliance or other relevant departments.
3. If a person being informed of is confirmed to have indeed violated the applicable laws and regulations or this Corporation's policy and regulations of ethical management, this Corporation shall immediately require the violator to cease the conduct and shall make an appropriate disposition. When necessary, this Corporation will report to the competent authority, refer said person to judicial authority for investigation, or institute legal proceedings and seek damages to safeguard its reputation and its rights and interests.
4. Documentation of case acceptance, investigation processes and investigation results shall be retained for five years and may be retained electronically. In the event of a suit in respect of the whistleblowing case before the retention period expires, the relevant information shall continue to be retained until the conclusion of the litigation.
5. With respect to a confirmed information, this Corporation shall charge relevant units with the task of reviewing the internal control system and relevant procedures and

proposing corrective measures to prevent recurrence.

6. The responsible unit of this Corporation shall submit to the board of directors a report on the whistleblowing case, actions taken, and subsequent reviews and corrective measures.

Article 22

If any personnel of this Corporation discovers that another party has engaged in unethical conduct towards this Corporation, and such unethical conduct involves alleged illegality, this Corporation shall report the relevant facts to the judicial and prosecutorial authorities; where a public service agency or public official is involved, this Corporation shall additionally notify the governmental anti-corruption agency.

Article 23

The responsible unit of this Corporation shall organize or encourage its personnel to participate in internal and external training related to ethical business practices, in order to fully convey the importance of integrity.

This Corporation shall link ethical management to employee performance evaluations and human resources policy, and establish clear and effective systems for rewards, penalties, and complaints.

If any personnel of this Corporation seriously violates ethical conduct, this Corporation shall dismiss the personnel from his or her position or terminate his or her employment in accordance with applicable laws and regulations or the personnel policy and procedures of this Corporation.

This Corporation shall disclose on its intranet information the name and title of the violator, the date and details of the violation, and the actions taken in response.

Article 24

This procedure and code of conduct shall be submitted to the audit committee for review, and shall be implemented upon approval by the board of directors. The same procedure shall

apply when revisions are made.

When these Procedures and Guidelines are submitted to the board of directors for discussion, each independent director's opinions shall be taken into full consideration, and their objections and reservations expressed shall be recorded in the minutes of the board of directors meeting. An independent director that is unable to attend a board meeting in person to express objection or reservation shall provide a written opinion before the board meeting unless there is a legitimate reason to do otherwise, and the opinion shall be recorded in the minutes of the board of directors meeting.

Article 25

These Procedures and Guidelines were adopted on August 4, 2015. The first amendment was made on July 30, 2020. The second amendment was made on July 30, 2025.