



## CyberLink Corp.

### Measures of Whistleblowing System Implementation

#### Article 1 (Purpose and Basis of Provision)

CyberLink Corp. (the “**Company**”) valued integrity management and has established the "Measures of Whistleblowing System Implementation” (hereinafter referred to as the “**Measures**”) by the Company’s "Ethical Corporate Management Best Practice Principles".

#### Article 2 (Scope of Application)

The directors, managers, and employees, of the Company and its subsidiaries, shall be subject to these Measures. The informant may file a complaint through the Company reporting channel if he/she finds that any director, manager, or employee of the Company violates any laws, Company rules and regulations, or other misconduct that affects the rights and interests of the Company, employees, or outsiders.

#### Article 3 (Whistleblower Complaint Contact)

- (1) Phone: (886)-2-86671298, Audit Supervisor.
- (2) E-mail: whistleblower@cyberlink.com (Forward the whistleblower complaint to the Audit Supervisor automatically).
- (3) Mail: 15th Floor, No. 100 Minquan Road, Xindian District, New Taipei City

#### Article 4 (Whistleblowing Principle)

- (1) The principle is real-name reporting, except for anonymous reporting; Real-name reporting shall provide information, including, but not limited to, the informant's true identity, the name of the person being reported, the unit, the position, the basic circumstances, and the amount involved; the informant shall state the facts of the violation and/or attach the evidence of the violation, including, but not limited to, documentary evidence, physical evidence, basic circumstances, the accused name, time, place, and related person, in the anonymous reporting. After verification is true, the special unit of the Company will carry out an internal investigation.
- (2) the Company may not accept or reply to the whistleblower complaint if the reported information is preliminary examined and finds that any of the following occurs:
  1. the reporting is anonymous or the informant’s name is false and has no substantial content to verify



2. the content of the report is false or exaggerated, the evidence is not enough to prove the accused violates the law or dereliction of duty, is verified to be inconsistent with the facts, or is fictitious and forged;
3. the same reporting matter has been dealt with properly and has been answered, but still be repeatedly reported; or
4. the informant has reported the same reporting matter to other channels of the Company and such reporting has been accepted.

#### **Article 5 (Process)**

- (1) Except Article 4(2), the special unit of the Company shall handle each report as soon as possible after accepted it.
- (2) If the investigator is the direct or collateral blood relatives of the informant or the accused, relatives by the third-degree kinship, an interested person of the accused, or has other relationships which that may affect the investigator handling the case, the investigator shall recuse or be recused; the investigation process should be fair, impartial, and comply with relevant regulations.
- (3) The investigating unit shall keep records of the investigation process, results, and related documents in writing, electronic, documents, or system sign-offs for at least five years. Before the expiration of the retention period, in the event of a lawsuit related to the content of the report, the relevant information shall continue to be stored until the end of the litigation.

#### **Article 6 (Protection of Whistleblowers)**

- (1) The Company shall confidentially handle the reported case in a prompt, fair, and objective manner, and the Company will comply with the law and take appropriate protective measures to keep the personal data and reported information provided by the informant in confidential.
- (2) The Company shall take appropriate protective measures to protect the informant or the person participating in the investigation, including but not limited to, not disclosing the informant's name or any fact which sufficient to identify the informant in the public document unless the informant consents, and shall the informant's name, work unit, address, telephone number in strict confidence; shall verify the reporting matter with the investigator without revealing his identity.

#### **Article 7 (Implementation)**

This Measures shall be announced and implemented after approval by the chairman of the board of directors or a person authorized by him, and the same shall apply when revised.



These Measures were established on June 14, 2011.