

case acceptance

Investigation Team Launches Investigation Procedure

Investigation Team Finishes the Investigation Report

Investigation Team submits the investigation report and recommendations for handling to the Disciplinary Review

Disciplinary Review Committee Guides and Reviews Investigation Report

The Investigation Team may take the following actions as needed to carry out its investigation:

1. Interview the subject of the report and any other third parties by phone, in person, or in writing, and create interview records for reference.
2. Require any employee or director, including the subject of the report, to preserve or provide any documents, data, objects, or information related to the reported incident.
3. Access, search, and enter the subject's desk, mobile phone, computer, and other equipment or devices provided by the Company without the subject's prior consent, to preserve or obtain documents, data, objects, or information related to the reported incident, and to create a record of evidence collection.
4. Perform on-site inspections and examinations of specific sites, documents, or items, and document the findings accordingly.
5. Request assistance from other Company personnel or engage external lawyers, accountants, or other professionals or organizations to support the investigation.
6. Engage an external expert or organization to provide an expert opinion on a specific matter.

Is the subject of the report a director or a senior executive (Vice President or above)?

yes

Audit Committee Conducts Further Review

Respond to the whistleblower

Close case

no