

Implementation of corporate governance

The corporate governance-related regulations are not only disclosed on the company's website but also on the company's internal webpage. If there are revisions, the company's website and company's internal webpage will be updated immediately. Directors, employees, and all stakeholders can keep abreast of the latest regulations at any time.

All directors are reminded from time to time not to trade their stocks during the closed period of 30 days before the announcement of the annual financial report and the 15 days before the announcement of the quarterly financial and report a common violations of the Securities and Exchange Act in reporting changes in insider shareholdings.

Ethical Corporate Management Best Practice Principles, Procedures for Prevention of Insider Trading and Procedures for Handling Material Inside Information are also included in the training courses for new employees.

The management department is responsible for the company's integrity management. The implementation of the integrity management policy was reported to the board of directors on November 7, 2024 as follows:

The company formulated the " Ethical Corporate Management Best Practice Principles " in October 2023 and approved it by the board of directors on November 9 of the same year; on March 13, 2024, the board of directors passed the "Whistleblowing System" to establish a reporting and handling system for dishonest behavior. The board of directors fulfills its obligations as a good manager, supervises the company to prevent dishonest behavior, and ensures the implementation of honest management policies. The implementation status of integrity management in 2024 is as follows:

Supplier Commitment	291 suppliers signed the Integrity Commitment Letter
Education and training	Newcomer education and training for 7 people
Employee Commitment	Launch Integrity Code and Ethics Statement in October 2024
Propaganda	Propagate the company's business philosophy through meetings Propagate the "Integrity Management Policy and Code" through the company's website
Reporting of dishonest behavior	The number of reporting as of October 25, 2024 is 0