

## **Implementation Status of the "Ethical Management Policy":**

- Implementation Status of the "Ethical Management Policy":
- A dedicated unit promotes ethical management, and regular internal audits and assessments are conducted within the Company.
- All colleagues (including Directors) are required to sign the "Code of Integrity" and the "Statement of Ethical Conduct." In 2025, the signing rate for all employees (including new hires) and management (including Directors) reached 100%, and all documents have been fully collected.
- The Company has established internal whistleblowing mailboxes and reporting channels on the corporate website. No reports were received via the complaint mailbox or reporting channels in 2025.
- Employees are required to assess and sign the "Conflict of Interest Declaration Form" annually. In 2025, the signing rate for all employees and management (including Directors) reached 100%, and all forms have been fully collected.
- The Company periodically (4 times in 2025) communicates regulations and important matters regarding ethical management to the entire company through internal meetings and the internal enterprise platform.

- Legal knowledge training (including ethical management regulations) is conducted for all new employees upon reporting for duty. In 2025, this covered 68 person-times for a total of approximately 57 hours. Moving forward, the Company will provide more knowledge on ethical management related to industry-specific legal requirements to foster a concept of legal compliance among colleagues.
- The Company actively encourages employees to participate in corporate governance-related courses and irregularly conducts training on relevant laws and insider trading prevention during meetings, thereby strengthening the philosophy of ethical management and preventing dishonest behavior.
- The dedicated ethical management unit reported the implementation status of this year's ethical management to the Board of Directors at the 15th meeting of the 5th term Board (November 13, 2025).

## **Implementation Status of the "Procedures for Handling Material Inside**

### **Information":**

- The Company provides timely educational awareness and arranges 12 hours of relevant courses for newly appointed Directors during their year of induction.  
  
On November 13, 2025, the Company conducted 6 hours of relevant educational training for 10 person-times of current Directors and managers.  
  
The curriculum covered confidentiality protocols for material information, as well as the causes, determination processes, and case studies of insider trading.  
  
Course handouts and the "Insider Equity Trading Awareness Handbook" were distributed to all Directors and managers for reference.
- The Company provided regulatory awareness materials regarding the Stock Exchange to insiders on an irregular basis (totaling 4 times in 2025) to urge strict compliance with regulations and avoid penalties.

## Specific Status of Resources Invested in Information and Communication

### Security Management

Invested Resources	Year 2025
Dedicated Information Security Unit	Information Security Management Section
Dedicated Manpower Allocation	Dedicated InfoSec Supervisor: 1 person Dedicated InfoSec Personnel: 1 person
InfoSec Implementation Items	Vulnerability Scanning: 1 time Social Engineering: 1 time Restoration Drill: 1 time IT Outsourcing: Freedom Systems
Frequency of InfoSec Awareness Promotion	Social Engineering: 1 time Software Usage: 3 times
Procurement of InfoSec Equipment	Deployment of Antivirus Software Cloud Edition (200 Users) Firewall Software/Hardware Warranty Extension (1 Year)
Frequency of InfoSec Drills	Database Restoration Drill: 1 time Taipower Power Outage Drill: 1 time Information Asset Inventory and Risk Assessment: 1 time
InfoSec Personnel Training	InfoSec Personnel: 18 Hours / InfoSec Supervisor: 3 Hours ISO 27001:2022 Information Security Management System (ISMS) Lead Auditor Training ISO 27701:2019 Privacy Information Management System (PIMS) Lead Auditor Training
Membership in Joint Cyber Defense Organizations	TWCERT/CC (Taiwan Computer Emergency Response Team Coordination Center) TWNIC (Taiwan Network Information Center)

The Company reported the implementation status of this year's information security risk management to the Board of Directors at the 15th meeting of the 5th term Board (November 13, 2025).