

## **Enforcement of business integrity :**

- Department and Audit Office have established the “Ethical Corporate Management Promotion Team.
- All employees (including directors) are required to sign the Declaration of Integrity Principles and Code of Ethics. In 2023, as of now, 100% of new employees and 95% of current employees have signed the declaration.
- The Company has established an internal complaint channel and a dedicated section on the Company website for reporting issues. Employees are regularly requested to evaluate and sign a conflict of interest declaration forms. As of 2023, no complaints have been received through the complaint mailbox.
- To provide the promotion materials by the Securities and Exchange Act to all of the internal personnel from time to time which have been provided for four times in 2023.
- In 2023 the Company held internal legal training (including compliance with laws and regulations on ethical management). A total number of 90 employees participated, and 15 hours are spent. In addition, educational promotion has been provided to the newly-elected directors for the year when they assume office and 12 hours of related courses have been arranged.
- The Company actively encourages employees to participate in courses related to corporate governance, and irregularly announces training in relevant laws and regulations and insider trading prevention to employees in meetings to emphasize ethical corporate management and prevent unethical behavior.

- The 2023 report on the implementation of ethical management was completed on November 9, 2023.
- Current arrangement made was for the directors and managerial officers, a total of 10 persons, for 6 hours of related educational promotion, and to provide the promotion materials by the Securities and Exchange Act to all of the internal personnel from time to time which have been provided for four times in 2023.

**Operating Procedures for Material Internal Information :**

- Current arrangement made was for the directors and managerial officers, a total of 10 persons, for 6 hours of related educational promotion, and to provide the promotion materials by the Securities and Exchange Act to all of the internal personnel from time to time which have been provided for four times in 2023.

**Concrete plan of and resources invested in the information and communication security management :**

Invested Resources	Execution
Items Allocated Under Information Security	Vulnerability Scanning: 2 times System restoration Drills: 1 time Social Engineering Exercises: 1 time
Information Security Awareness Advocacy	Social Engineering Advocacy: 1 time
InfoSec Personnel Training	ISO 27001:2022 Lead Auditor Conversion Course: 16 hours Public Service e-Learning+ Platform: 12 hours
Joined an information security joint defense organization	TWCERT/CC Taiwan Information Security Center TWNIC Taiwan Network Information Center