

Practical Implementation and Performance of the Integrity Management Policy :

- I. The Company has established internal control-related management regulations, including the *Code of Integrity Management, Rules of Procedure for Board Meetings, Integrity Management Procedures and Conduct Guidelines*, and the *Code of Ethical Conduct*, to clearly communicate its integrity management policies. Directors and management are required to uphold a high degree of self-discipline and adhere strictly to principles of integrity, fostering a corporate culture of honesty and trustworthiness. This approach aims to create a sustainable business environment, establish sound corporate governance, and strengthen risk management mechanisms.
- II. The promotion and implementation of corporate integrity practices are overseen by the Integrity Management Task Force, which operates under the Board of Directors. If an investigation reveals that any personnel have violated the *Code of Ethical Conduct*, disciplinary actions will be taken in accordance with the Company's regulations, and a written report will be promptly submitted to the Board of Directors.
- III. **Review and Prevention of Integrity Risks**
The Company conducts regular reviews under its *Internal Control System* to identify and prevent any business activities that may pose risks of violating integrity management principles, and reports the results to the Board of Directors to ensure the effective operation of the system. To prevent integrity violations, the Company communicates its *Code of Ethical Conduct* to directors, managerial officers, and employees, and regularly organizes both internal and external training programs to ensure that all personnel understand the Company's philosophy and standards of ethical business conduct.

In the event of any breach of integrity, any person may report the matter through a designated email address or hotline. To protect whistleblowers, the Company has established a strict confidentiality mechanism to ensure they are not subject to improper treatment or retaliation. Disciplinary actions will be taken against the reported individual based on the results of the investigation.

IV. Strengthened Preventive Measures under the Company's Integrity Management Policy

The Company's integrity management policy includes enhanced control and preventive measures against the following improper conduct:

1. Offering or accepting bribes.
2. Providing illegal political donations.
3. Making improper charitable donations or sponsorships.
4. Offering or receiving unreasonable gifts, hospitality, or other improper benefits.
5. Infringing upon trade secrets, trademarks, patents, copyrights, or other intellectual property rights.
6. Engaging in unfair competition.
7. Causing direct or indirect harm to the rights, health, or safety of consumers or other stakeholders during the research, procurement, manufacturing, provision, or sale of products and services.

V. Implementation of Internal and External Training on Integrity Management

1. The Company has communicated the contents of the Procedures for *Ethical Management and Guidelines for Conduct to all employees*.
2. The *Ethical Corporate Management Best Practice Principles* clearly stipulate that no one shall, by virtue of their position, directly or indirectly offer, promise, request, or accept any form of gift, hospitality, kickback, or other improper benefit; nor shall they engage in any dishonest, illegal, or unethical conduct, or any act that may damage the reputation of colleagues, teams, or business units. The implementation of these principles was approved by the Board of Directors on August 28, 2024.
3. In 2025, the Company organized internal and external training programs related to integrity management, including courses on corporate governance, ethical business practices and regulatory compliance, occupational safety and health management, accounting systems, and internal controls. A total of 79 participants attended, with a combined 281 training hours.