

## Implementation of Integrity Management

### **Responsible Unit for Promoting Corporate Integrity Management:**

The Office of the Chairman is responsible for planning, promoting, and supervising issues related to corporate sustainability and integrity management. Reports on the implementation status are presented to the Board of Directors at least once a year.

### **Specific Practices and Guidelines for Promoting Integrity Management:**

The Board of Directors has established the "Code of Ethical Conduct" and the "Operating Procedures and Behavioral Guidelines for Integrity Management," which clearly define ethical practices for all business activities. These guidelines also include disciplinary and grievance systems for violations, reflecting the company's commitment to integrity and establishing a framework that all employees must follow.

In addition to the above-mentioned policies, the company has reinforced the promotion and requirement of integrity management through work rules and related operational procedures. Integrity management has been promoted and deepened across the organization through internal announcements, educational training, and enhanced operational guidelines for all employees.

In line with the company's operational goals and development plans, the "Intellectual Property Management Policy" has been established. This policy not only guides the related business development but also includes regular reviews of operational procedures to respect others' intellectual property and protect the company's own intellectual property.

When working with suppliers, the company signs a "Supplier Commitment" agreement, ensuring compliance with integrity management, fair trade,

transparency, and the avoidance of improper gains or misleading advertisements. All local laws and regulations are also adhered to.

The company has established an effective accounting and internal control system under the supervision of the Board of Directors to ensure the accuracy and transparency of the financial and accounting information disclosed to securities regulators or other external parties.

### **Whistleblowing System:**

The company takes any potential violations of professional ethics and integrity management seriously. A public whistleblowing channel has been set up, with dedicated personnel handling the cases while maintaining the confidentiality of whistleblowers' information.

**The implementation status of integrity management in 2024 is as follows and has been reported to the Board of Directors on January 24, 2025**

### **2024 Operational Status:**

- New transaction suppliers completed the signing of the Supplier Commitment Statement, with a total of 39 documents signed.
- Conducted internal and external training sessions on topics related to ethical business practices, with a total of 332 participants, amounting to 395.5 participant-hours.
- To enhance internal awareness and compliance regarding insider trading, the company conducted relevant internal and external training sessions for all employees, with a total of 518 participants, amounting to 586.75 participant-hours.
- In 2024, the company did not receive any reports of violations related to ethical business practices.