Corporate Governance Implementation Status and Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies"

Evaluation Item	Implementation Status (Note1)			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
1. Does the Company establish and disclose the Corporate Governance Best-Practice Principles based on "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies"?	✓		The Board of Directors has approved the "Corporate Governance Best-Practice Principles", which can be found on both the Company's official website (Path : Home/ Corporate Governance/ Major Internal Requlations) and Market Observation Post System.(MOPS)	None
2. Shareholding Structure & Shareholders' Rights:				
(1) Does the Company establish an internal operating procedure to deal with shareholders' suggestions, doubts, disputes and litigations, and implement based on the procedure?	✓		Relevant departments are in charge of handling the issue following internal control operation procedure.	None
(2) Does the Company possess the list of its major shareholders as well as the ultimate owners of those shares?	✓		Responsibility is assigned to relevant department.	None
(3) Does the Company establish and execute the risk management and firewall system within its conglomerate structure?	✓		The Company has established risk control measures within internal control operation procedure.	None
(4) Does the Company establish internal rules against insiders trading with undisclosed information?	✓		1. The Board of Directors has established "Procedures for Handling Material Inside Information" and "Insider Trading Prevention Management" within internal control operation procedure to rule the securities trading of insiders. The Board of Directors has established "Coporate Governance Best Pratice Principles" and"Internal Control System-	None

Evaluation Item	Implementation Status (Note1)			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
			Insider Trading Prevention Management" and stipulated that the directors are not allowed to trade the Company's securities with equity characteristics during the closed period (thirty days before the announcement of annual financial statement and fifteen days before the announcement of the quarter financial statements). In addition, directors are reminded to pay attention to relevant regulations before the above-mentioned closed period begins. The Company provides the Board meeting schedule of following year before the end of December, and the tentative meeting dates for approving the Consolidated Financial Report and the closed period of prohibiting a director from trading its shares are indicated clearly. The Company reminded the Directors of the closed period of the preceding paragraph via E-MAIL on Feb. 5, Apr. 23, Jul. 23, Oct. 27 of 2025. 2. To enable the directors and managers of the Company to fully understand the relevant rules of "internal trading" in time. The Company provides the directors and managers with the main rules which govern insiders' securities transfer conduct and Q&A on insider trading prevention monthly, and also forwards the information of insider trading prevention from time to time. 3. This year, from Jan. 1, 2025 to Dec. 31, 2025, relevant education and training for current managers and employees has been carried out. A total of 942 people participated. The course is about 1 hour each time, and the content	

Evaluation Item	Implementation Status (Note1)			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
			includes important information. Confidential assignments, as well as the reasons for the formation of internal trading, the identification process and related legal responsibilities, and the course briefings and audio and video files will be announced on the electronic bulletin board for colleagues to refer to at any time.	
3. Composition and Responsibilities of the Board of Directors: (1) Does the Board develop and implement a diversified policy for the composition of its members?	✓		The diversity policy, specific management objectives and implementation of the Board of Directors of the Company please refer to page 17~19.	None
(2) Does the Company voluntarily establish other functional committees in addition to the Remuneration Committee and the Audit Committee?	✓		The Board of Directors has established the "Sustainability Committee" on Dec. 21, 2022, and appointed 5 Sustainability Committee members (including 3 independent directors). The Sustainability Committee shall convene at least two meetings a year, and can be convened at any time as needed. The main duties of the Committee are as follows: 1. Review policies, strategies, objectives or management guidelines related to sustainability (including risk management); 2. Supervising sustainability information disclosure, reviewing sustainability report; 3. Review the annual sustainability work plan. 4. Supervise and track the progress, results and related matters of the implementation team's work plan.	None
(3) Does the Company establish a standard to measure the performance of the Board annually, report the results	✓		1. The Board of Directors established the "Regulations Governing the Board Performance Evaluation", and disclosed it on the Company's	None

Evaluation Item	Implementation Status (Note1)			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
of the performance evaluation to the Board, and use it as a reference for individual directors' remuneration and nomination?			official website and the Market Observation Post System (MOPS). 2. The Company shall conduct an internal board performance evaluation at least once a year. In addition, the Company's board performance evaluation may be conducted by an external independent professional institution or a panel of external experts and scholars at least once every three years. 3. The annual evaluation results of the performance of the Board of Directors are also the evaluation basis for individual director's remuneration and nomination of directors. 4. The 2024 internal evaluation results of the performance of the Board of directors (please refer to page 29 to 30) was reported to the board meeting on Mar. 11, 2025. the details please refer to the Company's official website.	
(4) Does the Company regularly evaluate the independence of CPA?	✓		1.The Company annually evaluate the specialization and independence of CPA. Also, the CPA have completed independent report for the appointed auditing affair. The assignment and remuneration for CPA of 2025 financial and tax certification had been resolved by Board of Directors on Dec. 24, 2024. 2.The assigned accountants are not directors, supervisors, executive officers, employees or shareholders of the Company or its affiliated companies and have been confirmed as non-stakeholders, which meets with the regulation of independent judgment of government. Please refer to Note 2 for the CPAs independence evaluation.	None

Evaluation Item	Implementation Status (Note1)			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
			3.The Company has obtained AQI (Audit Quality Indicators) information from Certified Public Accountants and evaluated their professionalism, independence, quality control, supervision, and creativity as a reference for the appointment of the accountants.	
4.Does the TWSE/TPEx Listed Companies have an adequate number of corporate governance personnel with appropriate qualifications and appoint a chief corporate governance officer to deal with corporate governance business (including but not limited to provide directors and supervisors necessary information, assist directors and supervisors with legal compliance, hold Board Meeting or Annual General Meeting, company registration and change registration of company and Minutes of Board of Directors meeting and Annual General Meeting preparation) ?	✓		1. The Board of Directors appointed the head of Corporate Governance Department's Junior Vice President Lin, Hsueh-Ming as the Chief Corporate Governance Officer of the Company, and not holding other positions concurrently. In addition, the number of t professional corporate governance personnel is sufficient, to protect shareholders' rights and strengthen the board functionality. The Officer has at least 3 years sufficient experience in corporate governance affairs such as shareholders' meeting, board meeting and others, that is eligible for the position of chief Corporate Governance Officer. 2. The main duties of the Chief Corporate Governance Officer of the Company are as follows: (1) Handling matters relating to board meetings and shareholders meetings according to laws. (2) Producing minutes of board meetings and shareholders meetings. (3) Assisting in onboarding and continuous development of directors. (4) Furnishing information required for business execution by directors. (5) Assisting Directors with legal compliance. (6) Reporting to the Board of Directors the review results of	None

Evaluation Item	Implementation Status (Note1)			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
			whether the qualifications of independent directors comply with relevant regulations during nomination, election and term of office. (7) Handling matters relating to changing in Directors. (8) Other matters set out in Articles of Incorporation and contracts. 3. The execution of duties in 2025 are as follow: (1) To furnish Directors with relevant information and regulations to perform their duty and hold the Directors training courses: a. To furnish Directors with the latest regulations of corporate governance irregularly. b. To furnish Directors with the information to perform their duties and maintain smooth communication between Directors and managers. c. To arrange at least four closed-door meetings to enable independent directors to have face-to-face communication with the chief internal auditor and CPAs to deeply understand the Company's audit and financial status. d. To hold two Directors training courses.(3 hours each time) (2) To handle matters relating to functional committees, board meetings and shareholders meetings according to laws: a. To notify the meeting agenda to each director at least seven days in advance, provide the materials, remind the director not to	

Evaluation Item	Implementation Status (Note1)			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
			participate in discussion and voting on the agenda item if he is an interested party with it, and distributed the minutes to each director within 20 days after the meeting. b. To assist in announcing the material information after board meeting, ensure the legality and correctness of material information to protect information equivalence of investor transaction. c. To register the date of the shareholders' meeting and produce meeting notices, handbooks and minutes in accordance with the law. (3) To handle matters relating to the change of Directors. a. To review regularly (once a year) whether the qualifications of independent directors comply with relevant regulations, and report to the board meeting. b. To provide the required information to the director change and handle announcements and declarations in accordance with the law when the Director changes. c. To handle matters of application for registration of incorporation. 4. Chief Corporate Governance Officer training records in 2025 please refer to Note 3.	

Evaluation Item	Implementation Status (Note1)			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
5. Does the Company establish a communication channel and build a designated section on its website for stakeholders (including but not limited to shareholders, employees, customers and suppliers), as well as handle all the issues they care for in terms of corporate social responsibilities?	✓		The Company sets up Stakeholders Section, Contact Us Section, Sustainable Development Zone, Investor Services, Customer Services, Supplier Services and Empolyees Section on the website to provide relevant business and contact information. And the relevant departments instantly replys stakeholders on the issues they concern about, the implementation of Communications of stakeholders was reported to the board meeting dated Dec. 22, 2025, and disclosed on the Company's website.	None
6. Does the Company appoint a professional shareholder service agency to deal with shareholder affairs?		✓	The Company does not assign any outside agency to be in charge of its shareholder affairs.	Whereas shareholder affairs is managed by the Company itself, the Shareholders' Meeting is conducted following relevent regulation and Articles of incorporation of the Company to ensure its lawfulness, effectiveness and safeness.
7. Information Disclosure: (1) Does the Company have a corporate website to disclose both financial standings and the status of corporate governance? (2) Does the Company have other information disclosure channels (e.g. building an English website, appointing designated people to handle information collection and disclosure, creating a spokesman system, webcasting investor	✓ ✓		The Company has set up a corporate website (Path : Home / Investor Services/ Financial Information) and designated appropriate people to monitor and keep it up-to-date with current information. In addition, the Company has disclosed "Articles of Incorporation", important operating procedures and the resolutions of the Board of Directors on website. (Path : Home / Corporate Governance) 1.The Company has established an English website and spokesperson system for gathering and disclosing information. Investor conference information of the Company held or been invited to over the years is disclosed on the Company's website. 2.The Company has been invited to	None None

Evaluation Item	Implementation Status (Note1)			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
conferences)?			attend Investor Conference held by SinoPac Securities Co., Ltd. on Apr. 25, 2025 and Sep. 25, 2025. The relevant information has been disclosed on website. (Path : Home / Investor Services/ Investor Conference)	
(3)Does the Company announce and report the annual financial statements within two months after the end of the fiscal year, and announce and report the first, second, and third quarter financial statements as well as the operating status of each month before the prescribed deadline?		✓	The Company doesn't announce and report the annual financial statements within two months after the end of the fiscal year, and doesn't announce and report the first, second, and third quarter financial statements as well as the operating status of each month before the prescribed deadline.	Although the Company did not announce and register its financial reports and operation status of each month early, it has made such annoucements and filings by the deadlines specified in article 36 of the Securities and Exchange Act.
8. Is there any other important information to facilitate a better understanding of the Company's corporate governance practices ?				
(1) Employee rights and employee wellness	✓		Please refer to Chapter 4 Operational Highlights "Labor Relations" for more information.	None
(2) Investor relations	✓		The Company has set up "Investor Services" on website(Path : Home / Investor Services) which provides investors reference about operation and financial information.	None
(3) Supplier relations and rights of stakeholders	✓		Please refer to Chapter 2 Corporate Governance Report "Promotion of Sustainable Development" for more information.	None
(4) Directors training records	✓		The directors of the Company have complied with the training hours in accordance with the "Directions for the Implementation of Continuing Education for Directors of TWSE Listed and TPEx Listed Companies". The training course has been disclosed on MOPS.	None

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">Implementation Status (Note1)</th><th rowspan="2">Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Abstract Illustration</th></tr>
<tr><td>(5) The implementation of risk management policies and risk evaluation measures

(6) Purchasing insurance for directors</td><td>✓

✓</td><td></td><td>Please refer to Chapter 5 Review of Financial Conditions, Financial Performance, and Risk Management “Analysis of Risk Management” for more information.

The Company has purchased liability insurance for directors since 2015.</td><td>None

None</td></tr>
<tr><td colspan="5">9. Please specify the Company’s measures for the evaluation results published by Corporate Governance Center of Taiwan Stock Exchange Corporation which should be improved.
In 2024, we were ranked as 21% to 35% of the 11th year of corporate governance assessment by the Taiwan Stock Exchange. It means that the implement of Corporate Governance is in good condition, and the Company will keep working hard for earning better achievement.
(1) The Company has disclosed the remuneration information of Directors, President and Vice President, in order to disclose more detailed information about the Company.
(2) The Company has established the execution team under the Sustainability Committee. The Execution Team is managed by Project Department, and is responsible for planning and implementing of related work.
(3) The Company has submitted the 2023 Sustainability Report to the Boad meeting for resolution in August 2024, verified by the third-party, and uploaded on the Company’s website and MOPS.
(4) The Company has obtained the certification of ISO 14001 environmental management system in 2024 to manage the impact on the environment in a systematic manner, reduced environmental risks in the operation process, and provided employees with a healthier working environment.
(5) The Sustainability Committee will set goals and supervising procedures of implementation status regarding the climate. The Company will make continuously effort to achieve the structure of Task Force on Climate-related Financial Disclosures (TCFD).</td></tr>
</table>

Note 1:Provide description on the summary and description column regardless of “yes” or “no” for the operations.

Note 2:CPA Independence Evaluation

No.	Item	Evaluation	Independence
1	Does the CPA perform routine work for which he or she receives a fixed salary paid by the Company or currently serve as a director or supervisor of the Company?	No	Yes
2	Has the CPA reviously served the Company as a director, supervisor, managerial officer, or an employee with material influence over attestation, and has been separated from the position for less than two years?	No	Yes
3	Is the CPA a spouse, lineal relative, direct relative by marriage, or a collateral relative within the second degree of kinship of responsible person or a managerial officer of the Company?	No	Yes
4	Has the CPA or the spouse or a minor child thereof, invested in the Company, or shared in financial gains therewith?	No	Yes
5	Has the CPA, or the spouse or a minor child thereof, lent or borrowed funds to or from the Company?	No	Yes

No.	Item	Evaluation	Independence
6	Does the CPA provide management consulting or other non-attestation services that affect his or her independence?	No	Yes

Note 3:Chief Corporate Governance Officer Training Records In 2025

Date	Professional Organization	Training sessions	Hours
Mar. 20, 2025 to Mar. 21, 2025	Securities and Futures Institute	Sustainable Disclosure Practice Training for TWSE/TPEx Listed Companies	9
Mar. 26, 2025	Taiwan Corporate Governance Association	Seminar on Building a Sustainable Future	2
Jul. 9, 2025	Taiwan Stock Exchange Corporation	2025 Cathy Sustainable Finance and Climate Change Summit	3
Jul. 10, 2025	Taiwan Corporate Governance Association	Risk Management－ Natural Risk Analysis and Circular Economy	3
Oct. 28, 2025	Taiwan Corporate Governance Association	202510 Fubon Insurance – AI Applications and Corporate Governance Seminar	3
Oct. 29, 2025	Taiwan Corporate Governance Association	Trump 2.0-Global Economic and Industry Outlook	3
Total Training Hours			**23**