

Education, Training, and Awareness Measures on Integrity Management, Material Information Handling, Information Security, Trade Secrets, and Insider Trading Prevention

To foster a culture of integrity and sustainable development, the Company actively promotes ethical conduct and ensures that directors, managers, and employees conduct business with fairness, honesty, integrity, and transparency.

The Company has also established internal mechanisms for the handling and disclosure of material information to prevent improper conduct, unauthorized disclosure, and insider trading.

Relevant internal policies and guidelines have been adopted, including the "Ethical Corporate Management Best Practice Principles," the "Procedures for Ethical Management and Guidelines for Conduct," the "Code of Ethics for Directors and Managers," the "Procedures for Handling Material Inside Information," and the "ISMS Information Security Policy."

As of December 31, 2025, the Company has completed employee training and awareness programs across the Group on the aforementioned procedures and applicable regulations. The total training hours and attendance are summarized as follows:

Topic	Total Hours	Attendance
Business Ethics (including Insider Trading)	199.25	5,091
Business Management	4,032.36	3,026
Information Security Management	585.63	10,615