

## 2024 Implementation of ethical management

### Decent Business

1. The Company's Administration Department serves as the promotion unit for integrity management and has formulated relevant regulations, which are followed by each unit to ensure that integrity management is fully implemented. The Company also utilizes an internal audit mechanism and project audits to track implementation and improvements, and the audits regularly report any supervisory deficiencies to the Board of Directors. Integrity and honesty are the Company's guiding principles. In the course of engaging in business practices, All employees must act fairly, honestly, and transparently, avoiding any direct or indirect offering, requesting, or acceptance of improper benefits, or commit any other breach of good faith, dishonest behavior, such as breach of trust, law or obligation, in order to obtain or maintain an advantage.
2. In 2024, there were no cases of corruption, human rights violations, or social conflicts in the Company.

### Promotional Techniques

#### 1. Education, training and publicity

- Supervisors at all levels continue to promote the company's philosophy of honest management and emphasize the importance of ethics through internal meetings, and do not tolerate any fraud or corruption.
- All new employees receive training on ethics and anti-corruption after reporting for duty.
- Report to the Board of Directors at least once a year on the status of implementation.
- New, newly elected or re-elected directors are provided with relevant laws and regulations, points to note, briefings on company operations and production line tours, as well as courses on corporate governance topics prior to assuming their duties, in order to facilitate the new directors' understanding of the company's operations.

#### 2. Formulation of specifications

- In order to establish a corporate culture of integrity and sound development and to provide a reference framework for good business operations, I hereby establish the Company's "Code of Integrity" and "Code of Corporate Governance Practices" with reference to the "Code of Integrity of Listed Companies" and "Code of Corporate Governance Practices" published by the FSC.
- The "Work Rules" and the "Reward and Punishment Rules" have been formulated to regulate the behavior of employees. Any violation of the relevant rules by employees will be dealt with in accordance with the relevant rules depending on the circumstances.
- In order to guide the Company's personnel to act in accordance with ethical standards and

to enable the Company's stakeholders to understand the Company's standards of ethical behavior, I hereby formulate the Company's "Code of Ethical Conduct" with reference to the "Reference Example of Ethical Conduct Guidelines for Listed and OTC Companies" .

- To establish the "Operational Procedures for Handling Material Internal Information" and "Operational Procedures for Prevention of Insider Trading Management" in accordance with the law.

### 3. Standards of Ethical Conduct and the Principle of Avoidance of Benefits

- In accordance with the Company's Code of Ethics and Conduct, the Company's personnel shall comply with relevant laws and regulations and standards in the performance of their duties, and shall adopt a proactive and responsible attitude, abandon localism, emphasize teamwork, and adhere to the principle of honesty and creditworthiness, in order to comply with the ethical standards of conduct required by the Company.
- The Company has a Code of Ethical Conduct that strictly observes the principles of avoidance of interest and anti-corruption, and has established the Code of Conduct for Board Meetings in accordance with the "Regulations Governing the Conduct of Board Meetings of Directors of Public Companies" . When a board meeting involves an issue that a director has avoided in accordance with the above regulations, or when a director's self-interest may be detrimental to the interests of the Company, the director must avoid the issue himself or herself, and shall not join in the discussion, vote, or exercise the right to vote as a proxy for other directors.
- The "Work Rules" of the Company's employees clearly stipulate the code of avoidance of employee's interests and provide for penalties.

### 4. Vendor and Contractor Management

- In order to achieve sustainable development and fulfill its corporate social responsibility, the Company has formulated the "Supplier Management Procedures" and "Contractor Management Procedures" , drawn up four major supply chain management policies, and established a two-way sustainable partnership through a comprehensive cyclical assessment management mechanism for cooperative suppliers and timely counseling for improvement. The Company selects qualified suppliers in accordance with regulations to meet the requirements of the Company's incoming material quality, non-hazardous substances, environmental safety policies, and signs the "Declaration of Supplier Sustainability" and establishes the "Qualified Supplier List" based on the evaluation results.
- In addition to comply with the environmental safety and health policy, the "Declaration on Sustainable Development of Suppliers" also stipulates that suppliers/contractors shall cooperate with the implementation of social responsibility commitments, such as cooperating with Thintech to conduct CSR-related inspections, regular checks and audits, and never directly or indirectly giving rebates or commissions, improper gifts, gratuities, incentives or other ..... etc.

- Sign the "Certificate of Non-use for Hazardous Substances" in accordance with the new version of RoHS.

## 5. Customer Privacy Management

- Promote business-wide confidentiality agreements for customer business information.
- Strengthen relationships with specific customers by entering into NDAs to protect customer privacy or customer information.

## 6. Prevention of insider trading

- At least once a year, we educate new and existing directors and managers about the "Regulations Governing the Handling of Material Internal Information and the Prevention of Insider Trading" , and in the course on the prohibition of insider trading, we remind directors that they are prohibited from trading in their stocks during the closed periods of 30 days before the announcement of annual financial reports and 15 days before the announcement of quarterly financial reports, and we send a copy of the briefing file to all directors and managers. <sup>SM</sup>.
- For new directors, managers, or reelected directors, they are required to sign a declaration of good faith (e.g., a declaration of non-breach of the principle of good faith, a confidentiality agreement, etc.).

## 7. Non-compliance with the Dispute Resolution and Reporting Mechanism

- The Company established "Work Rules" and "Reward and Punishment Rules" to regulate the behavior of employees. Any violation of these rules will be dealt with in accordance with the relevant regulations.
- The Company does not tolerate corruption or any form of malpractice, and has established a reporting system that includes a dedicated complaint line, a dedicated e-mail address, and other reporting channels. The Audit Department serves as a dedicated reporting unit, and has established a smooth, secure, and independent reporting mechanism to provide internal and external reports on cases of employees and managers violating ethical behavior, in order to maintain the Company's core value of integrity and to implement corporate governance. The Company's core value of integrity management and the implementation of corporate governance.
- On August 24, 2022, the Company completed the establishment of the reporting mailbox whistleblower@e-ttmc.com.tw for the independent directors (members of the Audit Committee) and the auditors to receive the report simultaneously, as recommended.

### Implementation

On October 30, 2024, the Company reported to the Board of Directors on the operation and implementation of integrity management. The Company's education and training system is divided into internal training, external training and on-the-

job training. In 2024, the Company actually implemented internal and external education and training (including courses and guidance on information security and confidentiality, laws and regulations, insider/short-term trading and stock market volatility, corporate honesty and integrity, code of ethics and conduct, work rules, production management, production training, safety and health on-the-job education and training and internal control) for a total of 1,620 and 3,264 people, excluding members of the Board of Directors and employees, respectively. The cumulative average number of hours per person was 15.77 hours for the total of 1,620 times and 3,264 persons, excluding members of the Board of Directors. The Company held 8 board of directors' meetings from January to December 113. In addition to notifying directors and insiders of the meeting dates and the closure period of each quarterly financial report to prevent directors and insiders from violating the regulations, the Company also reminded directors, managers, and employees that they are not permitted to attend the internal and external training courses related to honest management and ethical code of conduct, as well as the courses on the prohibition of insider trading, which reminds directors that they are not permitted to attend the courses within the 30 days prior to the announcement of the annual financial report and within the 15 days prior to the announcement of each quarterly financial report. The total number of 728 attendances and 715 person-hours for the implementation of the "Article 43-1, Paragraph 1 of the Securities and Exchange Act" and the promotion of the confidentiality agreement to shareholders holding 5% or more of the Company's shares were 728, and the rate of achievement was 100%, as listed in the table below.

Internal/external training	Course Type	Number of Courses	Hours/Achievement Rate
Internal/external training	Internal Audit	24	168hrs
Internal/external training	Information Security	83	222hrs
external training	Corporate Governance	1	3hrs
external training	Risk Management	8	24hrs
external training	ESG Related Courses	6	30hrs
external training	Lectures and Seminars on Taxation and Laws	23	95hrs
external training	Seminar on Labor Law	7	23hrs

Internal/external training	Course Type	Number of Courses	Hours/Achievement Rate
Internal Advocacy	On January, April, July, August, October, and December 2024, new and existing directors, managers, employees, important units, and subsidiaries were informed in writing of the laws and regulations related to “insiders and their affiliates' stock ownership changes” , “insider and short-term trading vesting rights” , “stock price manipulation” , and “large-scale acquisition of stock and treasury shares” , and the laws and regulations related to the prohibition of trading in the stock of directors and insiders during the closed period of 30 days prior to the announcement of the annual financial report and 15 days prior to the announcement of the quarterly financial report. In addition, directors and insiders are prohibited from trading their shares during the closed period of 30 days prior to the announcement of the annual financial report and 15 days prior to the announcement of the quarterly financial report.	343	100%
Internal Advocacy	In 2024, we conducted internal education and training to promote the “Code of Business Integrity,” “Confidentiality Promotion,” “Code of Ethics,” “Procedures for Prevention of Insider Trading,” “Procedures for Handling Material Internal Information,” and “Rules for the Administration of the Whistleblower System,” among other related laws and regulations.	150	150hrs
Major Shareholders	Announcement to shareholders holding 5% or more of the Company's shares in response to the implementation of the new law “Article 43-1, Paragraph 1 of the Securities and Exchange Act” .	6	100%
New Director/Manager Orientation	August and October 2024 Provide the new VP of Administration and consultant with relevant laws and regulations, notes to be taken before assuming the position, and	3	100%

Internal/external training	Course Type	Number of Courses	Hours/ Achievement Rate
	arrange for a briefing on the operation of the reporting company and a tour of the production line to understand the operation of the company.		
Signing the Declaration of Integrity	1. Signing of confidentiality agreement by new employees on joining the company.	1	100%
	2. new managers sign a declaration of integrity (e.g., declaration of no breach of integrity, confidentiality agreement, etc.).	3	100%
	3. 41 signatures by employees on confidentiality of customer information or 23 signatures on NDAs with specific customers.	64	100%
Supplier Commitment	New suppliers signed "Declaration of Sustainable Development" and "Non-use of Hazardous Substances Guarantee" .	6	100%