2025 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 2025, there were no cases of corruption, human rights violations, or social conflicts and violation of the personal data protection act 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” 、 “Operational Procedures and Guidelines for Ethical Business Conduct,” 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. ℠.
- 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

The Company regularly develops courses on integrity in business operations, including codes of conduct and corporate governance, and conducts outreach programs for directors, managers, new hires, and current employees. It also arranges for relevant personnel to participate in internal and external training courses as needed. In 2025, the Company implemented the following internal and external training programs (including information security and confidentiality, laws and regulations, insider and short-term trading and laws regarding changes in shareholdings, corporate integrity, codes of ethical conduct, personal data protection, work rules, production management, production operations training, on-the-job safety and health training, and internal controls), excluding directors, totaled 1,664 participant-times and 3,440 person-hours, with a cumulative average of 16.6 hours per person. The following information is disclosed in accordance with corporate governance and integrity management:

1. All seven directors of the Company' s 9th Board of Directors completed a total of 57 hours of training for newly appointed and reappointed directors in fiscal year 2025, in accordance with regulations and the Corporate Governance Code of Practice. The training covered courses on corporate governance, risk management, and ESG.

Class	Corporate governance	Risk Management	ESG
Number of persons	6	3	8
Hours	21	9	27

2. We reported to the Board of Directors on the operation and implementation of ethical management on Oct. 28, 2025.

(1) Our education and training system is divided into internal training, external training and on-the-job training.

(2) In 2025, a total of 960 directors, managers, and employees participated in internal and external training courses on integrity in business operations and the Code of Ethical Conduct, as well as courses promoting the prohibition of insider trading. These sessions reminded participants that directors are prohibited from trading their shares during the blackout periods—30 days prior to the announcement of annual financial reports and 15 days prior to the announcement of quarterly financial reports—and emphasized the importance of confidentiality agreements. totaling 960 visitors,367 hours. Additionally, four board meetings were held in 2025, and directors, insiders, and key employees were notified via email of the meeting dates and the blackout periods for each quarterly financial report to prevent inadvertent violations of these regulations, reaching a total of 216 participants. As shown in the table below, these measures comply with the provisions of the Corporate Governance Best Practice Guidelines., as listed in the table below.

Internal/External training	Category of course	Number of people	Number of hours
External training	Internal audit	3	18
Internal/External training	Information Security	92	184
External training	corporate governance	10	33
External training	Risk management	2	6

Internal/External training	Category of course	Number of people	Number of hours
External training	ESG Related Courses	11	36
External training	Discussion on the Labor Incident Act	12	49
Internal training	Research on Labor Laws and Related Ordinances	6	41
Internal awareness-raising event	Four board meetings were held in 2025. On January 20, April 11, July 18, and October 8, written notices were issued to new and incumbent directors, managers, employees, key departments, and subsidiaries, instructing them not to trade the company' s stock during the blackout periods specifically, the 30 days prior to the announcement of the annual financial report and the 15 days prior to the announcement of the quarterly financial report.	216	100%
Internal awareness-raising event	On February, March, April, May, June, July, October, and November of 2025, the Company distributed written notices to newly appointed and incumbent directors, managers, employees, key departments, and subsidiaries regarding relevant laws and regulations on "changes in shareholdings by insiders and their affiliates," "insider and short-term trading restrictions," "stock price manipulation," and "large-scale acquisitions of shares and treasury stock."	258	100%
Internal awareness-raising event	In 2025, the company conducted company-wide awareness campaigns on relevant laws and regulations, including the "Code of Business Integrity," "Confidentiality Guidelines," "Personal Data Protection," "Code of Ethical Conduct," "Procedures for Preventing Insider Trading," "Procedures for Handling Material Non-Public Information," and "Regulations on the Whistleblower System."	280	280
Lecture for New Directors	On January and May of 2025, we provided the newly appointed chairman and directors with relevant laws and regulations and important guidelines prior to their assumption of office, and arranged briefings on company operations and tours of the production lines to help them understand the company' s operational status.	2	100%
Signing the Declaration of Integrity in Business	1.Signing of a confidentiality agreement by newly hired employees	4	100%
	2.The new manager signs a declaration of integrity (e.g., a declaration of no breach of the principle of integrity, a confidentiality agreement, etc.).	3	100%
	3.Signed 1 Customer Confidentiality Agreements (CCAs) or 3 NDAs with specific customers.	4	100%
Supplier Commitment	New suppliers sign the "Declaration of Sustainable Development" and "Hazardous Substances Non-Use Guarantee".	20	100%
Data Protection	1. Employee Personal Data Protection Training Course: A total of 35 employees completed the course, which consisted of 35 hours of instruction; 16.99% of all employees participated in the training; the pass rate for the post-training assessment was 100%.	35	100%
	2. Internal Management and Technical Safeguards: A review/audit of customer personal data is conducted once a year; an annual inventory of data access permissions is performed.	2	100%