

Symtek Automation Asia Co., Ltd.

Implementation of Insider Trading Prohibition for Directors, Managers, and Employees in 2024

The company has established corporate governance practices in accordance with the "Corporate Governance Best Practice Principles for Listed and OTC Companies" and reported on their operation during the board meeting on May 8, 2024.

Article 10 of the company's corporate governance best practice principles explicitly states: "Quarterly Promotion and Encouragement of Compliance: This includes (but is not limited to) directors not trading stocks during the thirty days before the announcement of annual financial reports and the fifteen days before the announcement of quarterly financial reports."

The company has also established the "Procedures for Handling Material Inside Information" and the "Management Procedures for the Declaration of Information by Insiders." These regulations prohibit any actions that may involve insider trading by all employees, managers, directors of the company, and anyone who knows the company's information based on a professional or control relationship.

The promotion and implementation of insider trading prevention for the company's directors, managers, and employees in 2024 is as follows:

No.	Date	Course Name	Participants	People Number
1	22, January	Notification of the board meeting date and approval of the 2023 annual financial report. Quarterly Promotion and Encouragement of Compliance: Directors, managers, and quasi-insiders are not allowed to trade stocks during the thirty days before the announcement of annual financial reports and the fifteen days before the announcement of quarterly financial reports.	Directors, Managers, Quasi-insiders	43
2	29, January	Common patterns of insider holding changes in violation of securities trading laws and regulations.	Directors, Managers,	38
3	17, April	Notification of the board meeting date and approval of the First-Quarter in 2024 annual financial report. Quarterly Promotion and Encouragement of Compliance: Directors, managers, and quasi-	Directors, Managers, Quasi-insiders	43

		insiders are not allowed to trade stocks during the thirty days before the announcement of annual financial reports and the fifteen days before the announcement of quarterly financial reports.		
4	26, April	Common patterns of insider holding changes in violation of securities trading laws and regulations.	Directors, Managers,	38
5	17, July	Notification of the board meeting date and approval of the Second-Quarter in 2024 annual financial report. Quarterly Promotion and Encouragement of Compliance: Directors, managers, and quasi-insiders are not allowed to trade stocks during the thirty days before the announcement of annual financial reports and the fifteen days before the announcement of quarterly financial reports.	Directors, Managers, Quasi-insiders	43
6	18, July	Common patterns of insider holding changes in violation of securities trading laws and regulations.	Directors, Managers,	38
7	18, October	Notification of the board meeting date and approval of the Third-Quarter in 2024 annual financial report. Quarterly Promotion and Encouragement of Compliance: Directors, managers, and quasi-insiders are not allowed to trade stocks during the thirty days before the announcement of annual financial reports and the fifteen days before the announcement of quarterly financial reports.	Directors, Managers, Quasi-insiders	41
8	18, October	Annual Insider Trading Prevention Seminar in 2024-Online Live Broadcast 1. Analysis of Insider Trading Regulations 2. Supervision of Insider Trading and Common Practical Questions 3. Internal Controls and Insider Trading Prevention, as well as Common Deficiencies Discussion 4. Q&A Session Notification Email: Attached is the "Internal Insider Equity Trading Q&A Handbook - 2024 Edition - Updated on 113/09/05 (Final).	Directors, Managers, Quasi-insiders	41
9	14, November	Common patterns of insider holding changes in violation of securities trading laws and regulations.	Directors, Managers	38

10	22, November	Online Briefing on Insider Stock Trading Legal Compliance in 2024. 1. Introduction to Insider Trading Regulations and Prevention Practices 2. Regulations on Insider Stock Ownership Changes and Practical Explanation of reporting. 3. Precautions for Declaration of Acquisition of Shares under Article 43-1, Paragraph 1 of the Securities Trading Act. 4. Regulations and Analysis of Ambiguities in Short-term Trading by insiders. 5. Q&A Session Notification Email: Attached is the "Internal Insider Equity Trading Q&A Handbook - 2024 Edition - Updated on 113/09/05 (Final).	Directors, Managers	41
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