

Symtek Automation Asia Co., Ltd.

Corporate Governance, Promotion of Sustainable Development, and Integrity Management Dedicated (Concurrent) Unit

Corporate Governance

On November 9, 2021, the Board of Directors of the Company passed a resolution to appoint Ms. Zhang Yuan-Zhen as the Head of Corporate Governance. Ms. Zhang has over three years of experience serving as the head of internal audit at a public company.

Main responsibilities:

1. Conducting meetings of the board of directors and shareholders' meetings in compliance with relevant laws.
2. Preparing minutes of board meetings and shareholders' meetings.
3. Assisting directors in their appointment and ongoing education.
4. Providing directors with necessary information to facilitate their business activities.
5. Assisting directors in adhering to legal and regulatory requirements.
6. Report to the Board of Directors on the examination results of the qualifications of independent directors during nomination, appointment, and tenure, in accordance with relevant laws and regulations.
7. Handle matters related to changes in the Board of Directors.
8. Carrying out any other duties as stipulated in the Company's articles of incorporation or contracts.

Please refer to the professional development status of the Head of Corporate Governance for the year 2024.

Please refer to our company's website/investor services/corporate governance/ the Head of Corporate Governance

Promotion of Sustainable Development

The General Manager's Office, Human Resources Department, and Operations Management Department reported on their efforts to promote sustainable development at the Board of Directors' meeting.

(一) The Chairman and General Manager of the Company have set a vision for sustainable development, centered around the core technology of smart manufacturing. Our mission is to educate and train talents, to collaborate with educational institutions and public organizations, and to bring smart manufacturing into industries and daily life, creating employment opportunities and enhancing industrial competitiveness while improving environmental sustainability.

(二) Each department has been assigned to a corporate governance, environmental/product, and social/employee group based on their business responsibilities. We've integrated the resources and management systems of each department to build a driving module for sustainable development and a process structure for performance evaluation.

(三) Moving forward, we plan to include sustainable development in employee education and training. This will ensure that managers in each department can lead all employees to fully understand the Company's sustainable management philosophy.

(四) We aim to support our key suppliers in proposing supplier pledges that include sustainable development initiatives, such as anti-discrimination, anti-labor, anti-child labor,

anti-corruption, anti-bribery, and environmental protection.

Integrity Management

The company promotes ethical business operations, with the Chairman serving as the convener, and relevant advocacy and implementation responsibilities falling under the Human Resources Department.

1.To strengthen corporate governance and foster a sound operational environment, the company has established the "Code of Ethical Business Conduct," "Code of Ethical Behavior," and "Operating Procedures and Behavioral Guidelines for Ethical Business," disclosed on the company's website. These documents explicitly regulate that directors, executives, and employees must not seek undue personal gain or engage in improper practices. The Board of Directors and management actively uphold their commitment to ethical business, ensuring its effective implementation in internal management and business activities. Please refer to our company's website/investor services/corporate governance/corporate governance-related regulations.

2.The company's "Operating Procedures and Behavioral Guidelines for Ethical Business" clearly define the applicable scope, define dishonest behaviors and categories of conflicts of interest, designating the Human Resources Department as the responsible unit to supervise and execute these procedures.

3. The company diligently adheres to relevant laws such as the Company Act, Securities Exchange Act, Commercial Accounting Act, and the "Code of Ethical Business Conduct." It pledges to conduct all operational activities with integrity and has established a whistleblowing channel on the company's website, providing an independent mailbox for reporting any form of fraudulent behavior while ensuring confidentiality.