Corporate Governance Implementation Status

Evaluation Item	Implementation Status			Deviations and Reasons
	Yes	No	Abstract Illustration	
1. Does the company establish and disclose the Corporate Governance Best-Practice Principles based on Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies?	✓		The company has established "Corporate Governance Practical Rules" based on the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies. These practices are being implemented in compliance with laws with information properly disclosed in the best interests of investors, stakeholders and employees.	None
2. Shareholding structure & shareholders' rights (1) Does the company establish an internal operating procedure to deal with shareholders' suggestions, doubts, disputes and litigations, and implement based on the procedure? (2) Does the company possess the list of its major shareholders as well as the ultimate owners of those shares? (3) Does the company establish and execute the risk management and firewall system within its conglomerate structure? (4) Does the company establish internal rules against insiders trading with undisclosed information?	✓		(1) The company has appointed a spokesperson and a deputy spokesperson to handle shareholders' suggestions, doubts and disputes according to the "Corporate Governance Practical Rules" and "Procedures for Handling Investor Relationship." (2) The company's major shareholders are mostly comprised of the management team and long-term shareholders. The company constantly monitors shareholding positions of its directors and major shareholders. Changes in shareholding positions among directors, managers and shareholders with more than a 10% holding are reported regularly to the competent authority. (3) The company and each of its affiliated enterprises operate independently from each other. The subsidiaries are governed by the internal control system and the "Subsidiary Management Policy." (4) The company has established "Procedures for Handling Material Inside Information and Avoiding Insiders Trading" to avoid insiders trading with undisclosed information and revealed the procedures on the company's website. In 2017, the company introduced the integrity standards into the E-learning system and included it as the annual required course since 2018 to enhance the attentions of all the employees constantly. In 2025, a course was opened as follows: ■ Course name: "Ethical Corporate Management and Sexual Harassment Prevention"	None

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			■ Course outline: The ethical corporate management and sexual harassment prevention promotion, the explanation of employee ethics (including the prohibition of insider trading), and the compliance of code of ethics. ■ Number of trainees: A total of 408 employees completed the training, the completion ratio is 85.71% ■ Education hours: 408 hours Besides, the company provides information of insider trading, including laws and regulations and case analysis to its insider (directors and managerial officers) by E-mail semiannually. For new insiders, information will be provided for six consecutive months since their appointment. Information has been sent on Mar. 31, 2025 and Sep. 26, 2025, respectively. Directors of the company also irregularly participate in external training courses such as corporate governance and insider trading policies organized by external organizations. The amendment to the "Corporate Governance Practical Rules" was approved by board resolution on February 24, 2022. The amended provisions stipulate the adoption of stock trading control measures from the date insiders of the Company become aware of the contents of the company's financial reports or relevant business results. Such measures include, but are not limited to, the prohibition of stock trading by directors during closure periods 30 days and 15 days prior to the release of annual and quarterly financial reports, respectively. We notified our insiders of the aforementioned closure periods by e-mail on the date the amendment took effect. In the future, insiders will be reminded of upcoming closure periods by e-mail 5 days in advance. In 2025, e-mail was sent out on Jan. 22, Apr. 17, Jul. 17 and Oct. 17, respectively.	
3. Composition and Responsibilities of the Board of Directors (1) Have a diversity policy and specific management objectives been adopted for the board and have they been fully implemented? (2) Does the company voluntarily establish other functional committees in addition	✓		(1) The company has established "Corporate Governance Practical Rules" to formulate the diversification of the Board members and revealed it on the company's website and MOPS. Please refer to page 14~16 for the content of the diversified policy, specific management goals and implementation. (2) The company established the Sustainability and Nominating Committee. For information on its composition, responsibilities, and operations, please refer to page 45~46.	None

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to the Remuneration Committee and the Audit Committee? (3) Whether the company formulates the regulations and method for the performance evaluation of the board of directors, conducts evaluation regularly every year, reports the results to the board of directors, and takes it as a reference for the remuneration, nomination and re-appointment of each director? (4) Does the company regularly evaluate the independence of CPAs?			(3) The Board has approved to establish the company's "Rules for Performance Evaluation of Board of Directors and Functional Committees" on Feb. 26, 2015. The company conducts internal evaluation at the end of each year through questionnaire. According to Article 3, the company also conducts external evaluation at least every three years. Results of the evaluation will serve as a reference for the calculation of individual directors' remuneration and the selection or nomination of directors by the company. The 2025 internal evaluation has been conducted. In addition, the company commissioned the "Taiwan Corporate Governance Association" to carry out an external evaluation of Board performance in October 2023. Please refer to page 27~28 for more information regarding content and results of evaluations. (4) The company evaluates the independence and competence of the CPA annually based on the "Regulations governing the CPA's performance evaluation" approved by the Board of Directors. The evaluation results are then submitted to the Audit Committee and the Board of Directors for resolution. The company completes the evaluation based on the "Assessment Form," referencing the written statement issued by a CPA for financial reporting and AQIs. The assessment form consists of three dimensions: Independence Indicators, Performance Indicators, and Audit Quality Indicators. Please refer to page 42 <Table 1> for specific indicator items. The average compliance rate for 2025 met the criteria for renewal of 80% or above. Therefore, upon approval by the Audit Committee and the Board of Directors on March 3, 2026, the company has renewed its contract with the CPA.	
4. Whether TWSE/TPEx listed companies have deployed appropriate numbers of suitable corporate governance personnel, and designated a chief corporate governance officer responsible for cooperate governance affairs (including but not limited to providing provision of information required for performance of	✓		Upon approval by the board on Nov. 8, 2023, the company has appointed manager of financial division, Chen, Chung-Sheng, as the chief corporate governance officer to be in charge of corporate governance affairs and designated Chairman and Board of Directors to be in charge of supervision. Mr. Chen is the managerial officer of the company and has been in a managerial position for at least three years in a public company in handling financial affairs, meeting the requirements of the chief corporate governance officer. The chief corporate governance officer performs its business according to the duties. In 2025, the main duties and business execution are shown as follows.	None

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duties by the directors and supervisors, assistance to the directors in complying with laws and regulations, handling of matters relating to board of directors meetings and shareholders meetings in compliance with law, and preparation of minutes of board of directors meetings and shareholders meetings) ?			(1) Furnishing information required for business execution by directors and arranging continuing education for directors. (2) Updating the developments of laws and regulations relating to the operation of the company in order to assist directors with legal compliance. (3) Plans to scheme proper corporate system as well as organizational frame to accelerate the independency of Board of Directors, transparency of company and compliance of decree. (4) Before directors' meeting, it will inquiry the opinion of every director to scheme and formulate agenda, inform to all directors for attendance at least 7 days prior to the meeting, and provide sufficient meeting materials and explain the proposals for directors' understanding about the content of relevant proposal as well as complete meeting minutes within 20 days after the board meetings. (5) Registers date of shareholders' meeting every year according to the deadline of law, produces and declares meeting notice, handbook for agenda and proceeding by deadline, and handles amendment registration after revision of Article of Incorporation or re-election of directors. (6) Improves relevant information of corporate governance in compliance with the indicator of the corporate governance evaluation system. (7) Reporting to the board of directors the results of examination as to whether the qualifications of independent directors during their term of office conform to applicable laws and regulations. (8) Pay attention to the transparency and symmetry of information to protect shareholders' rights.	
5. Does the company establish a communication channel and build a designated section on its website for stakeholders(e.g., including but not limited to shareholders, employees, customers and suppliers, etc.), as well as handle all the issues they care for in terms of corporate social responsibilities?	✓		The company sets up stakeholder zones of official sites including employee, client, supplier, investor with respective specific contact windows respectively by category of stakeholder, continuously listens to feedback from stakeholders, understands their concerns, and reports relevant communication mechanisms and implementation results to the board of directors every year. The result of 2025 has been reported to the Board meeting on Nov. 7, 2025 and revealed on the company's website.	None

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6. Does the company appoint a professional shareholder service agency to deal with shareholder affairs?	✓		The Company designates KGI Securities Registry and Transfer Department to deal with shareholder affairs.	None
7. Information Disclosure (1) Does the company have a corporate website to disclose both financial standings and the status of corporate governance? (2) Does the company have other information disclosure channels (e.g. building an English website, appointing designated people to handle information collection and disclosure, creating a spokesman system, webcasting investor conferences)? (3) Does the company publish and report its annual financial report within two months after the end of a fiscal year, and publish and report its financial reports for the first, second and third quarters as well as its operating status for each month before the specified deadline?	✓		(1) The company has an official website (https://www.acter.com.tw) that regularly updates the company's financial performance and discloses corporate governance information. (2) The company has adopted "Procedures for Handling Investor Relationship" to ensure the effective communication of systematically integrated information pertaining to financial and operational status, future development, and corporate governance to different target audiences in accordance with their individual needs based on the principles of fairness and transparency. The company has appointed dedicated personnel to gather and disclose information in a timely and appropriate manner. A. The company has implemented a spokesperson and a deputy spokesperson system, and disclosed their names and contact methods on the company's website. B. Information on investor seminars is disclosed on the company's website as it becomes available. C. The Company has already set up its English website to keep foreign investors informed of its financial and business standings. (3) In order to enable investors to obtain sufficient and accurate information in a timely manner, the company has announced and reported its 2025 financial report on March 3, 2026 and the financial reports for each quarter of 2025 as well as the operating status for each month of 2025 have been announced and reported before the specified deadline.	None
8. Is there any other important information to facilitate a better understanding of the company's corporate governance practices (e.g., including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors)?				

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Below is a summary of steps taken by the management to ensure sound corporate governance: (1) The company has a set of work rules in place that protect employees' interests. Under these rules, employees, irrespective of rank, gender or nationality, are provided with benefits such as insurance, training, health checkups and retirement plans superior to legal requirements. In addition, the company's Employee Welfare Committee introduces welfare packages that aim to create a harmonious workplace and to enrich employees' lifestyles. The company is ISO 14001:2015 and ISO45001:2018-certified for the purpose of ensuring proper management over workplace safety and health. It has a Quality Insurance & safety Department that is dedicated to promoting and supervising workplace safety; meanwhile, the company has established different kinds of meetings to encourage an open exchange of opinions between employees and management. An employee mailbox and whistle-blower system has also been made available on the company's website (under the HR section), through which employees may reflect their opinions and offer suggestions. (2) Investor relations, supplier relations and stakeholders' rights: as part of its goal of information transparency, the company discloses financial and business information in a timely and appropriate manner in compliance with related laws. It has contact windows and mailboxes that investors, suppliers and stakeholders can use to leave messages and give opinions. The company has also created a corporate governance section on its website in both Chinese and English to protect the interests of local and foreign investors and provide them with diversified information. The company establishes trade arrangements and issues purchase orders to suppliers in compliance with the principle of equality. These agreements clearly outline the rights and obligations between the two parties, and work to secure both parties' legal interests. (3) Status of the Continuing Education of Directors: all directors of the company have completed the mandatory courses stipulated under "Directions for the Implementation of Continuing Education for Directors of TWSE Listed and TPEx Listed Companies." For status of the continuing education of directors in 2025, please refer to page 97 of the annual report. (4) Risk management policy and risk assessment standards: the company is focused on its primary business. We have risk and crisis management rules and policies, and set up a "risk management team" in charged by management personnel of related departments and divisions as the first line of defense for risk control, the President serves as the convener, and the audit office is the promotion and execution unit of the team (executive secretary). They identify, assess, confirm and classify all types of risks faced by the company by convening regular meetings every year and whenever necessary. We negotiate a feasible plan, report the implementation of risk management to the Audit Committee and the board of directors in a timely manner, and put forward necessary improvement suggestions to avoid or minimize risks that may jeopardize the company's interests, and emphasis on employee safety. All major operating policies, investments, asset acquisitions and disposals, corporate guarantees and endorsements are subjected to thorough analysis before they are proposed for the board's resolution. The Auditing Office develops annual audit plans based on assessed risks and executes accordingly as a means of risk supervision and reports to the Audit Committee and the board of directors on risk management at least once a year. The company's risk management scope, organization and performance of 2025 have been disclosed on the company's website. (5) Customer policy: The company has a Business Department and an Engineering Department responsible for engaging customers in timely communications, responding to customization needs, providing excellent services and resolving any issues that might arise. Besides, the General Administration Division conducts customer satisfaction survey from time to time and keeps all channels open for bilateral communication with customers.				

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	Yes	No	Abstract Illustration	
(6) Insurance against directors' liabilities: the company has taken out liabilities insurance for its directors. Information about the insured amount, coverage and premium rate has been reported in the Board meeting on Jan. 29, 2026 and revealed on the MOPS. (7) Succession planning and execution of board members and key management levels of the company: At present, the succession planning of the company is under way, and presidents of the company and its subsidiaries are the successor of the chairman, who shall cultivate succession ability through experience in operating the company or its subsidiaries. The operating directors of each company of the group agree with the company's culture and their values are consistent with those of the company. They have already served the group for a certain period of time. They have gained recognition for their integrity, customer service and operating ability. At present, the successors are already members of the board of directors of each company. They are expected to learn about the operations of the board of directors in the next 8-10 years and take over from the board of directors in the future 10-15 years. The succession of senior executives in the company is mainly hierarchical, so it does not only focus on a few high-level executives. First, the departmental executives must have agents and prepare them as successors to the senior executives of each department. Subsequently, there will be an agent system for the executives of divisions and staff. Through work rotation training and functional development, mentorship, education, training, self-study, teaching and work experience, and the company's existing performance appraisal system, the company's future successors are assessed and cultivated for the company's future development. The company recruits excellent talents, internally and externally to increase the width and depth of the company's successors.				
9. The improvement status for the result of Corporate Governance Evaluation announced by Taiwan Stock Exchange The company is ranked in top 5% in 10th Corporate Governance Evaluation of Listed Companies. The company reviews items not achieving evaluation standard every year after the result of evaluation be announced, makes adjustment and improvement successively and carries out step by step. The indicators that did not meet the standards this year have no room for improvement; other advanced indicators not yet met, such as obtaining ISO27001 third-party certification, are still under ongoing evaluation and discussion by the company. Given that the corporate governance evaluation will transform and be renamed as the ESG evaluation in 2026, our company continuously reviews and enhances disclosures to prepare in advance.				

<Table 1>

Independence Indicators	Performance Indicators	Audit Quality Indicators
The CPA has no direct or material financial interest in the Company	Financial reports for the first three quarters must be completed within 45 days of the end of the quarter, and annual financial reports must be completed within three months of the end of the year.	Experience, training hours, turnover, professional support
The CPA has no improper interest in the Company	Time to complete the audit and draft the report for the first three quarters	CPA's load, input, EQCR review situation, quality control support ability
Has the CPA provided relevant services for the Company within the past two years?	Time to complete the annual audit and draft the report	Non-audit service fees, client familiarity
The CPA's name is not used by other companies	Does the CPA frequently interact with the company's management team (including internal audit) and keep records?	Lack of external inspection and punishment, competent authority issued a letter to improve
Do auditing service task force members utilize undisclosed information they have become privy to in the performance of their duties for the trading of securities held by customers?	Do the CPA has appropriate interaction with independent directors and keep records?	Innovative planning or initiative
No debtor–creditor relationship exists between the CPA and the Company	Does the CPA actively make recommendations on the company's system and internal control for auditing purposes and keep records?	
No joint investment or profit sharing relationship exists between the CPA and the Company	Regularly update the company on tax and securities regulations and revised IFRS accounting standards.	
The CPA holds no concurrent appointment with fixed compensation at the Company	Stability of audit service team case manager and lead auditor.	
The CPA receives no business-related commissions from the Company	Assist in communication and coordination with regulatory authorities when necessary.	
Has the CPA served consecutive terms in excess of seven years?	Notify management or the governance unit regardless of the presence of anomalies when auditing internal fraud.	