

The company's board of directors has established various organizations and channels, such as the Compensation Committee, Internal Audit, Personnel Evaluation Committee, etc., to ensure supervision and auditing through independent units, which are internalized in the company's management regulations. Integrity in service is one of the core values of Zhixing Machinery. The company continues the management philosophy of Quanxing Group, with the Chairman, designated department heads, and internal audit working together to promote and implement the core value concept. Under the supervision of the board of directors, the company is responsible for all external communication and disclosure of complete financial and accounting information by the Chairman, CEO, and spokesperson. The designated departments and internal audit managers regularly report relevant implementation results to the board of directors.

**An annual report is regularly submitted to the board of directors. The implementation of the 2023 plan was reported to the board on May 21, 2024. No reports of violations of integrity clauses were received for the year 2023.**

The Company has established "Code of Ethical Conduct," "Code of Ethics for Directors and Managers," "Corporate Governance Guidelines," "Work Rules," and "Occupational Safety and Health Guidelines" , and related measures such as the "Prevention of Illegal Interference with the Performance of Duties." (available for reference on the Company's website:

[https://www.fineblanking.com.tw/ec99/rwd1280/category.asp?category\\_id=38](https://www.fineblanking.com.tw/ec99/rwd1280/category.asp?category_id=38)).

These regulations are issued by the Board of Directors or senior executives and apply to all activities and business relationships of the Company. They serve as behavioral standards for executives and employees.

Every year, new employees undergo training and simultaneously sign the Corporate Social Responsibility Declaration and participate in anti-corruption awareness initiatives. Through periodic regulatory awareness activities, bulletin board announcements within the factory, and other means, employees are informed about the latest laws and regulations that are closely related to their work, further strengthening their commitment to adhering to professional ethical standards.

**Our company uses educational training to promote the company's business philosophy and requirements, ensuring that employees fully understand and comply with them. The following awareness courses were held in 2023 and 2024:**

**Course Name:** Workplace Relationships So Easy - Understanding and Preventing Workplace Unlawful Intrusions

**Number of Participants:**

26 participants in 2023 (supervisors above the level of department head)

26 participants in 2024 (supervisors at the division level)

**Training Hours:** 104 hours in total

In 2023 and 2024, our company did not experience any incidents of corruption, bribery, illegal political donations, improper charitable donations, or improper conduct that violates honest business practices. Furthermore, there were no significant fines related to violations of labor, environmental, or social regulations. The total monetary loss caused by legal lawsuits related to anti-competitive behavior regulations in 2023 and 2024 was zero.

Both our internal and external websites provide email addresses and hotlines for employees and external parties to report any improper business conduct. We guarantee the confidentiality of the whistleblower's identity and the content of their report, and we take proactive and thorough steps to investigate and address the issue. If any violations of honest business practices are found, appropriate disciplinary actions will be taken according to relevant personnel regulations, and information about the violator, including their position, last name, date of violation, violation details, and handling procedures, will be disclosed on the company's internal website.

In 2023 and 2024, our company did not receive any reports of improper business conduct.

## Procedures for the Prevention of Insider Trading:

<https://www.fineblanking.com.tw/rwd1280/store/F2/防範內線交易管理作業.pdf>

## Corporate Governance Guidelines

[https://www.fineblanking.com.tw/rwd1280/store/F2/113.02.27\\_公司治理守則\(R1\)V.pdf](https://www.fineblanking.com.tw/rwd1280/store/F2/113.02.27_公司治理守則(R1)V.pdf)

### Article 10: Emphasis on Shareholders' Right to Know

The company shall place high importance on shareholders' right to know and shall faithfully comply with the relevant regulations on information disclosure. The company shall regularly and promptly provide information on its financial condition, business operations, insider shareholdings, and corporate governance through the MOPS or the company's website. To treat all shareholders equally, it is advisable that the aforementioned information be concurrently disclosed in English. To protect shareholders' rights and ensure equal treatment, the company shall establish internal rules prohibiting company insiders from trading securities based on information not yet disclosed to the market. The aforementioned rules should include stock trading control measures starting from the date insiders become aware of the company's financial reports or relevant performance results, including (but not limited to) the prohibition for directors to trade their shares during a closed period, which is 30 days before the annual financial report is announced and 15 days before each quarterly financial report is announced.

### Implementation Status

**For the 2023 board of directors re-election, the "Board and Supervisors Regulation Promotion Handbook" and "Securities Market Regulations that Listed Companies, Their Directors, Supervisors, and Major Shareholders Should Pay Attention to" were sent out on May 31, 2023. Company directors also participate in courses on corporate governance and insider regulations organized by external institutions to acquire relevant knowledge.**

The company arranged for directors to attend the Insider Shareholding Promotion Seminar on September 6, 2024, and the Insider Trading Prevention Seminar on September 20, 2024. Each session was 3 hours long, with 2 attendances in total.

The company regularly sends emails to directors and insiders with promotional materials about common violations of securities trading regulations related to insider shareholding changes.

In the annual courses on insider trading prevention, the company reminds directors not to trade their shares during the closed periods, which are the 30 days prior to the announcement of the annual financial report and the 15 days prior to the quarterly financial report announcement.

The company also notifies the board of directors via email about meeting dates and reminds them of the closed periods before the quarterly financial reports are announced to avoid violating the regulations.

Board meeting date	2024.02.27	2024.05.10	2024.05.21	2024.08.07	2024.10.31	2024.12.18
Financial reporting quarter	2023 Q4	2024 Q1		2024 Q2	2024 Q3	
Email notification	2024.01.30	2024.04.23		2024.07.23	2024.10.22	