02

Corporate Governance

Corporate Governance

2.1 Corporate Governance and Integrity Management

Material Topic - Corporate Governance and Integrity Management

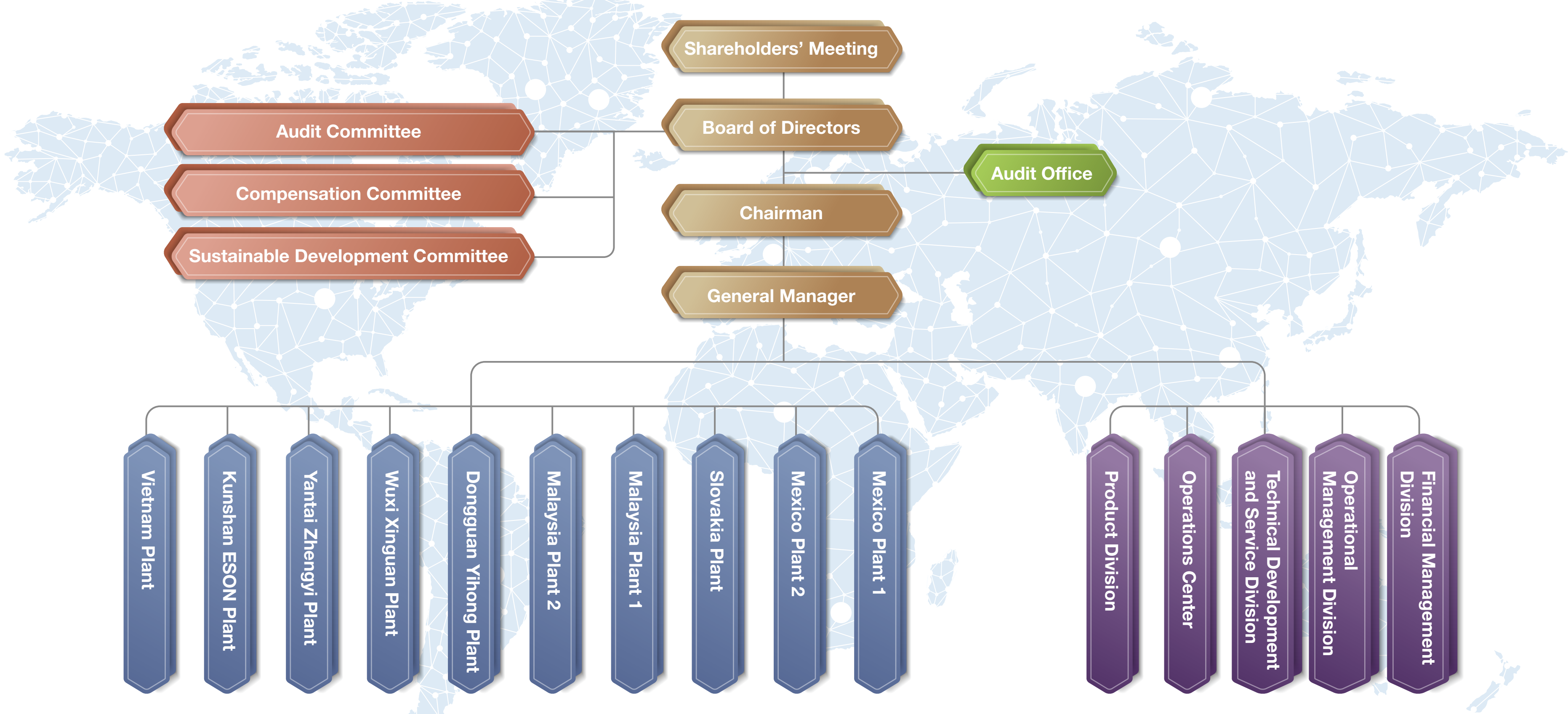
<table>
<tr><td rowspan="2">Description of Impact</td><td colspan="3">Actual positive impact:
Robust corporate governance and integrity management can enhance a company's reputation and transparency, increase trust among customers and investors, contribute to long-term business growth, and establish stable business relationships.</td></tr>
<tr><td colspan="3">Potential negative impact:
Failure to implement corporate governance and integrity management effectively may lead to fraud, such as insider trading, damaging the company's reputation, resulting in loss of customers and investors, and hindering long-term business growth.</td></tr>
<tr><td>Policy/Commitment</td><td colspan="3">1. Based on the competent authority's advice, the Company has established the Corporate Governance Best Practice Principles to fulfill its corporate governance responsibilities. To protect the rights and interests of stakeholders, it develops a robust corporate governance system and conducts periodic reviews of its business performance, discussing important strategic issues, including economic, environmental, and social impacts, risks, and opportunities.
2. The Company has formulated and implemented the Code of Conduct for Integrity Management, clearly defining the standards for employee conduct.</td></tr>
<tr><td>Actions Taken</td><td colspan="3">1. The Company organizes education and training on integrity management issues, tracking participation rates and feedback to ensure the effectiveness of training. Training courses cover compliance with integrity management regulations, taxes, accounting systems, and internal controls.
2. The Company clearly defines conduct guidelines for conflicts of interest, confidentiality of customer information, and business dealings, and regularly or timely promotes education and training so that employees can truly understand and comply.
3. If employees discover any inappropriate violations of ethical corporate management, they should also report to the Audit Office or relevant units in accordance with regulations to facilitate timely handling.
4. The Company has established an accounting system and an internal control system, and internal auditors conduct audits on a regular or irregular basis.
5. The Company promotes corporate culture and integrity management obligations through various conferences.</td></tr>
<tr><td>Tracking and Evaluation Mechanism</td><td colspan="3">1. The Company actively participates in the Corporate Governance Evaluation and improves information disclosure.
2. The Company implements the Rules for Performance Evaluation of the Board of Directors, focusing on continuously strengthening performance by conducting annual performance evaluations, tracking goal attainment, and reviewing progress.
3. Employees are required to sign a "Commitment to Integrity and Ethical Conduct" as one of the foundational codes of conduct.</td></tr>
<tr><td rowspan="2">Management Goals</td><td>Short-term Goals (Within 3 Years)</td><td>Medium-term Goals (3-5 Years)</td><td>Long-term Goals (5 Years or More)</td></tr>
<tr><td>1. Continuously improve the ESG ratings and rankings.
2. Arrange for directors to receive comprehensive training on sustainable development.
3. Refine the integrity management policy.
4. Increase the coverage rate of integrity management training and incorporate case studies into training courses.
5. Develop performance indicators for integrity management, such as training completion rates and handling rates for reported cases.
6. Regularly update the integrity management policy and training content based on performance evaluation results.
7. Require suppliers to sign the Commitment to Integrity and conduct periodic reviews.
8. Conduct periodic corruption risk assessments to identify high-risk areas and formulate prevention plans.
9. Link management's remuneration to sustainability performance.</td><td>1. Continuously improve the ESG ratings and rankings.
2. Publish periodic integrity management reports to enhance transparency and public trust.</td><td>1. Continue to implement transparency policies.
2. Embed integrity management into the corporate culture as a core value for all employees.
3. Promote compliance with integrity standards across the entire supply chain and establish sustainable partnerships.</td></tr>
<tr><td>Annual Performance</td><td colspan="3">1. In 2025, the internal performance evaluation results of the Board, its members, the Audit Committee, the Compensation Committee, and the Sustainable Development Committee were all rated "Excellent."
2. In 2025, the attendance rate of Board members at meetings reached 86%, ensuring actual participation in Board meetings and operations.
3. In 2025, the Group organized integrity management training sessions for all employees, totaling 359 participants and accumulating 690 training hours.
4. In 2025, all investors' calls or emails were responded to.</td></tr>
<tr><td>Stakeholder Involvement</td><td colspan="3">1. The Company has set up an IR mailbox to provide investors with a convenient communication channel for submitting questions and suggestions at any time.
2. The company regularly organizes education and training courses to strengthen employees' awareness of professional ethics and integrity management.</td></tr>
</table>

2.1.1 Corporate Governance Framework

Governance Structure and Composition

ESON's Board serves as the Company's highest governance body, under which an Audit Committee, a Compensation Committee, and a Sustainable Development Committee have been established to assist the Board in performing its supervisory duties. These committees report their activities, proposals, and relevant resolutions to the Board on a quarterly basis. In terms of sustainable strategy management, the Sustainable Development Committee serves as the highest decision-making and supervisory body for managing the impacts of economic, environmental, and social topics. When deciding on important matters, it considers economic, environmental, and social topics, their impacts, risks, and opportunities, as well as the opinions of stakeholders.

Corporate Governance Structure



Board of Directors

ESON's Board is mainly responsible for guiding the Company's strategies, supervising management, and being accountable to the Company and its shareholders. The Board exercises its powers to manage operations and arrangements under the corporate governance system in accordance with applicable legal regulations, the Articles of Incorporation, and resolutions of Shareholders' Meetings. It maintains its independence and is accountable to the shareholders. According to the Company's Articles of Incorporation, the Board consists of 7 members, including 3 independent directors. Each director serves a three-year term and may be re-elected. In 2025, the Company's Board consisted of 7 directors, with 3 independent directors (42.86%) and 4 non-independent directors (57.14%). Please refer to the 2025 Annual Report for details on the directors' names, gender, term, main education and work experience, and concurrent positions in other companies. The Company's Board holds at least 1 meeting per quarter. In 2025, the Board held a total of 4 meetings.

Board Diversity

Name	Position	Biological Gender	Nationality	Term (Years)	Age	Industry Experience & Professional Competence								
						Accounting	Industry	Legal	Ability to Make Operational Judgements	Ability to Manage Operations	Ability to Lead and Make Decisions	Ability to Handle Crisis Management	Knowledge of the Industry	An International Market Perspective
Chia-Hsiang Tsai	Director	Male	Republic of China, Taiwan	17.2	>50		V		V	V	V	V	V	V
Stein Huang	Director	Male	Republic of China, Taiwan	1.5	>50		V		V	V	V	V	V	V
Kuang-Yao Lee	Director	Male	Republic of China, Taiwan	4.4	>50		V		V	V	V	V	V	V
Wei-Kang Lee	Director	Male	Republic of China, Taiwan	4.4	>50		V		V	V	V	V	V	V
Chih-Chien Kao	Independent Director	Male	Republic of China, Taiwan	13.2	>50	V	V		V	V	V	V	V	V
Woan-Shiuan Jang	Independent Director	Female	Republic of China, Taiwan	1.5	>50		V	V	V	V	V	V	V	V
Chien-Ming Lee	Independent Director	Male	Republic of China, Taiwan	4.4	>50		V		V	V	V	V	V	V

Note 1: Regarding the age distribution of directors, 100% are aged 50 and above. The average term of all directors is 6.7 years.
Note 2: To ensure the diversity of stakeholders, all directors provide representation for various stakeholder groups.
Note 3: Please refer to the Company's Annual Report for details on the directors' names, gender, term, main education and work experience, concurrent positions and experience in other companies, and positions held in other boards.
Note 4: The Board consists of 6 male directors (86%) and 1 female director (14%). In the future, the Company is committed to increasing the number of female directors to achieve the diversity goal.

Board Operations

Position	Name	Board's Actual Attendance Rate in 2025 (%)
Chairman	Ace Progress Holdings Limited Representative: Chia-Hsiang Tsai	75%
Director	Golden Harvest Management Limited Representative: Kuang-Yao Lee	100%
Director	Golden Harvest Management Limited Representative: Wei-Kang Lee	75%
Director	Ace Progress Holdings Limited Representative: Stein Huang	75%
Independent Director	Chih-Chien Kao	100%
Independent Director	Chien-Ming Lee	100%
Independent Director	Woan-Shiuan Jang	75%

Audit Committee

To enhance organizational value, strengthen supervisory and management functions, and effectively implement financial review and control to support the achievement of the Company's strategic goals, ESON has established an Audit Committee, comprising 3 independent directors as committee members. In 2025, the Audit Committee convened a total of 4 meetings, with an average attendance rate of 100% among its members. For details on the committee members and its operations, please refer to the Audit Committee Operations section in the Company's 2025 Annual Report.

Audit Committee Charter

Compensation Committee

ESON has established a Compensation Committee, comprising 3 independent directors as committee members. In 2025, the Compensation Committee convened a total of 4 meetings, with an average attendance rate of 100% among its members. To foster a fair and benefit-sharing workplace, aligning the Company's employee compensation with performance, the Company's Compensation Committee is committed to creating greater value by assisting the management in establishing a fair compensation and performance system. Additionally, the committee draws on the experience of experts and its members as well as the equitable value, requiring directors and managers to avoid engaging in behaviors that exceed the Company's risk appetite in pursuit of compensation. Furthermore, the committee ensures the effective implementation of a competitive, incentive compensation system to attract and retain top talents, continuously improve the Company's business performance, and further boost the Company's long-term competitiveness and sustainability. For details on the committee members and its operations, please refer to the Compensation Committee Operations section in the Company's 2025 Annual Report.

Compensation Committee Charter

Sustainable Development Committee and Sustainable Development Department

To fulfill the Company's sustainable development goals and strengthen sustainable governance, the Sustainable Development Committee was established to manage and make decisions on sustainability issues. The Committee consists of three members, appointed through the Board's resolutions. The committee members demonstrate professional knowledge and competence in corporate sustainability. Among the members, one independent director assumes a supervisory role, while the remaining members—two directors, both from the management team—are responsible for administrative duties. This structure ensures the Company is guided by robust and stable leadership, enabling the Company to plan and promote sustainability strategies more effectively. The Sustainable Development Committee convened 2 meetings in 2025 to discuss the review of the 2024 ESG Report and the review of the implementation schedule of the 2025 ESG Report, TCFD, and SASB Standards. The average attendance rate of committee members was 100%.

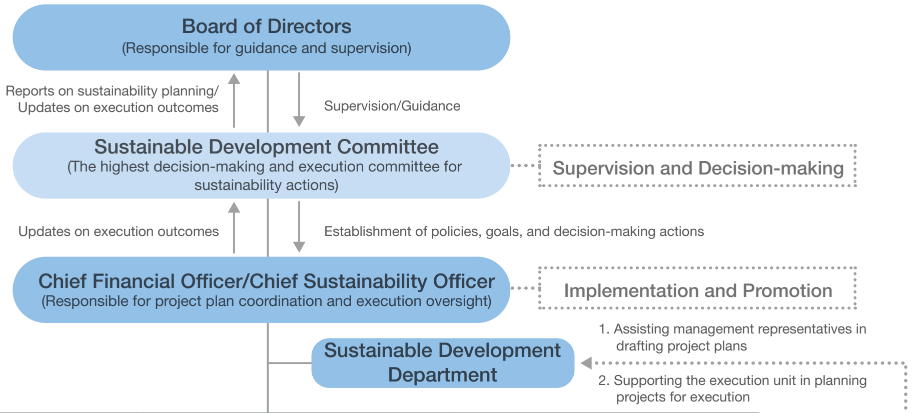
To improve sustainability management and support sustainable development business, a dedicated unit, the Sustainable Development Department, has been established. A senior executive, the Chief Financial Officer, is appointed to serve as the Chief Sustainability Officer, responsible for managing the economic, environmental, and people impacts. The creation of this unit and the officer's appointment enable the Company to drive sustainability-related initiatives and all related operations are conducted in accordance with the Sustainable Development Best Practice Principles established by the Sustainability Development Committee. The manager of the Sustainable Development Department reports quarterly to the Chief Financial Officer (i.e., Chief Sustainability Officer) on the implementation status of the Company's sustainability strategies. The Chief Financial Officer (Chief Sustainability Officer) reports to the Sustainable Development Committee members on work progress and reports to the Board every six months on their decisions and execution results.

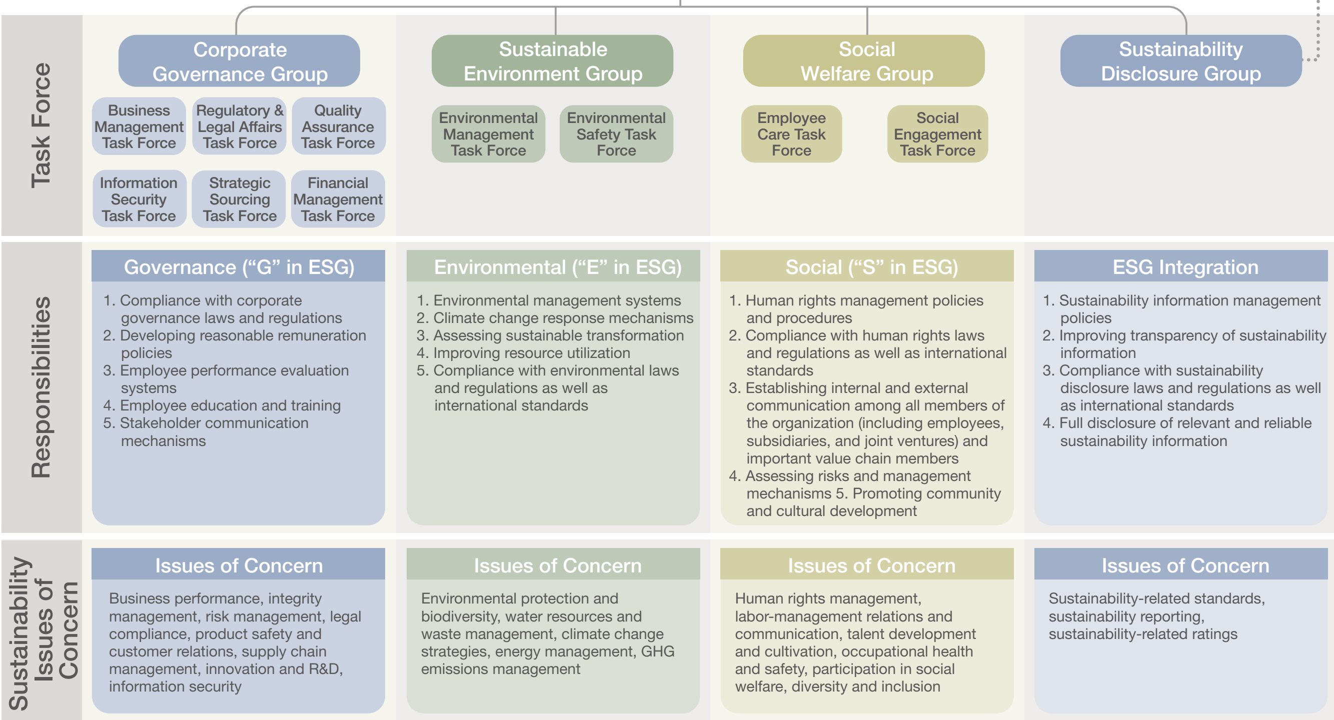
Sustainable Development Committee Charter

Organizational Chart of the Sustainable Development Committee

◎ Legal basis: The Sustainable Development Committee was established under Article 27, Paragraph 3 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Article 9, Paragraph 1 of the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.

◎ The organizational chart of the Sustainable Development Committee follows the Sample Template for XXX Co., Ltd. Sustainable Development Committee Charter issued by the Corporate Governance Center of the TWSE.





Chair of the Highest Governance Body

ESON's Board is currently in its sixth term and chaired by Chia-Hsiang Tsai, who is also on the management team and concurrently assumes administrative duties. This structure ensures the Company is guided by robust and stable leadership, enabling the Company to plan and execute long-term business strategies more effectively and efficiently. To ensure the independence of business operations, directors or legal entities represented by them must periodically disclose any conflicts of interest if they are an interested party with respect to any agenda item, and they are subject to oversight by independent directors.

Role of the Highest Governance Body in Overseeing the Management of Impacts

The Board of Directors serves as the highest governance body of ESON and supervises the performance of the Sustainable Development Committee in the management of economic, environmental, and social management. When deciding on important matters, the Board considers economic, environmental, and social topics, their impacts, risks, and opportunities, as well as the opinions of stakeholders.

The Sustainable Development Committee is responsible for developing the Company's sustainable development strategies in economic, social, and environmental aspects. It ensures that impact assessments are conducted on a periodic basis to analyze the impact of business activities on the environment and society, such as carbon footprint, water resource use, and labor rights in the supply chain, and makes final decisions. The Sustainable Development Committee reports sustainability-related decisions, management practices, and implementation status to the Board of Directors every year. In addition, the Sustainable Development Committee is responsible for promoting transparency in ESG (Environmental, Social, and Governance) reporting to ensure that relevant information meets the expectations of investors and stakeholders. For details on stakeholder engagement, please refer to the Stakeholder Engagement section of this Report.

Role of the Highest Governance Body in Sustainability Reporting

The 2025 ESG Report was reviewed by the Sustainable Development Committee to ensure that it covers all material topics and was discussed and approved during the Board meeting held in August 2026.

2.1.2 Board Operations

Nomination and Selection of the Highest Governance Body

In accordance with Article 192-1 of the Company Act, the candidate nomination system is adopted for ESON's election of directors. Additionally, according to the law, shareholders holding at least 1% of the Company's issued shares may submit a list of candidates to the Company and the shareholders vote for directors during an annual general meeting. The nomination and selection of candidates for directors take the Board diversity into consideration, including basic criteria such as gender, age, nationality, and culture, as well as professional knowledge, background, and industry experience, ensuring that the directors elected by the Company possess the necessary knowledge, skills, and competencies to exercise their powers, as well as extensive experience in managing economic, environmental, and social issues and their impacts. Additionally, to maintain the independence of the Board, independent directors are selected and appointed in accordance with the Company Act and the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.

Board’s Continuing Education

To enhance the professional knowledge and skills of its directors, ESON arranges training courses on corporate governance, business sustainability, sustainability reporting, etc. based on industry characteristics, company development strategies, and the academic and work backgrounds of its directors.

Position	Name	Training Date	Organizer	Course name	Training Hours
Corporate Director’s Representative and Chairman	Chia-Hsiang Tsai	2025.11.12	The Greater China Financial Development Association	Accelerating Talent Development to Ensure Corporate Sustainability	3
Corporate Director’s Representative and Chairman	Chia-Hsiang Tsai	2025.11.17	The Greater China Financial Development Association	Digital Transformation and AI Applications	3
Corporate Director’s Representative	Stein Huang	2025.11.17	The Greater China Financial Development Association	Digital Transformation and AI Applications	3
Corporate Director’s Representative	Stein Huang	2025.12.16	The Greater China Financial Development Association	Legalization of Stablecoins: Driving Global Currency Competition	3
Corporate Director’s Representative	Kuang-Yao Lee	2025.08.06	Accounting Research and Development Foundation	Internal Audit and Internal Control Practice of Enterprise Employee Reward System	6
Corporate Director’s Representative	Wei-Kang Lee	2025.02.24	The Greater China Financial Development Association	Trump’s New Tariff Policy and Global Economic Changes	3
Corporate Director’s Representative	Wei-Kang Lee	2025.11.06	Securities & Futures Institute	Courses for Directors, Supervisors, and Corporate Governance Officers - Virtual Asset Crime Methods and Money Laundering Prevention	3
Corporate Director’s Representative	Wei-Kang Lee	2025.12.18	Securities & Futures Institute	Courses for Directors, Supervisors, and Corporate Governance Officers - Discussion on Human Resources and Employee Placement Issues in Enterprise Mergers and Acquisitions	3
Independent Director	Woan-Shiuan Jang	2025.11.13	Securities & Futures Institute	Courses for Directors, Supervisors, and Corporate Governance Officers - The Latest Practical Analysis of Trade Secrets and the Management Risks of Directors and Supervisors	3
Independent Director	Woan-Shiuan Jang	2025.11.13	Securities & Futures Institute	Courses for Directors, Supervisors, and Corporate Governance Officers - Shareholders’ Meeting, Management Right and Equity Strategy	3
Independent Director	Chih-Chien Kao	2025.07.16	The National Federation of CPA Associations of the R.O.C.	Legal Liability for Greenwashing in Sustainability Reports	3
Independent Director	Chih-Chien Kao	2025.07.25	The National Federation of CPA Associations of the R.O.C.	Legal Liability of Accountants in Practice	3
Independent Director	Chien-Ming Lee	2025.11.22	Accounting Research and Development Foundation	Financial Report Analysis Practice for the Board of Directors and Senior Executives	3
Independent Director	Chien-Ming Lee	2025.11.30	Accounting Research and Development Foundation	Common Deficiencies in Financial Statement Preparation and Practical Internal Controls for Sustainability Information Disclosure	3

Evaluation of the Performance of the Highest Governance Body

To improve the operational effectiveness of directors, ESON established the Board of Directors Performance Evaluation Guidelines in accordance with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, incorporating sustainability indicators such as corporate governance, economy, environment, and society to ensure that the Board fulfills its duties diligently in corporate governance, operations, and sustainability matters.

The evaluation is carried out by the execution unit or the Board Secretariat through internal surveys. The evaluation consists of three parts: Board operations, director engagement, and the operations of functional committees. Directors are required to evaluate the Board operations, and the results of the Board performance evaluation are used as a reference for the selection or nomination of directors. The performance evaluation results for individual directors are also factored in when determining their compensation.

Each year, after collecting survey responses, the Company's execution unit or the Board Secretariat follows the Board of Directors Performance Evaluation Guidelines to conduct an analysis of the responses and reports the results to the Board, along with improvement suggestions for weak areas. For details on the performance evaluation results, please refer to ESON's 2025 Annual Report.

Board of Directors Performance Evaluation Guidelines

2.1.3 Remuneration policies

Remuneration Policies for the Board and Senior Management

The remuneration of ESON's directors is determined in accordance with the Company's Articles of Incorporation, taking into account each director's and independent director's level of participation in operations and their contributions. Industry standards in Taiwan, the Company's operating results, and each director's contribution to the Company's performance are also considered when determining reasonable remuneration.

Remuneration for ESON's managers is determined based on industry standards for comparable positions, with bonuses tied to the results of their performance evaluations. The performance evaluation metrics of managers consist of financial indicators (allocated based on the profit contribution of each business group to the Company, as shown in the Company's income statements, and managers' achievement of their goals) and non-financial indicators (focused on two areas: practices of the Company's core values and operational management capabilities, as well as participation in sustainable development). ESON calculates managers' operating performance-based remuneration in accordance with the above policy. Its remuneration proposals are then submitted to the Board for approval. Additionally, the Company conducts periodic reviews of its remuneration policies to ensure alignment with actual operating conditions as well as applicable laws and regulations.

Regarding the remuneration for senior management (including the Chairman, Executive Director, General Manager, Deputy General Manager, and Chief Financial Officer), it is reviewed by the Compensation Committee and approved by the Board. The Company plans to include ESG performance and performance achievements in the performance evaluation of directors and managers, using them as references when determining their remuneration. The retirement benefit system is the same as that for general employees and is handled in accordance with the law. For details on directors' and managers' remuneration, including their salaries, bonuses, termination payments, and retirement benefits, please refer to ESON's 2025 Annual Report.

Process to Determine Remuneration

The process at ESON considers the Company's overall business performance as well as individual's goal attainment and contribution to the Company's performance to determine reasonable remuneration. Relevant remuneration proposals are submitted to the Compensation Committee for review and to the Board for resolution. Additionally, the Company continuously assesses changes in the global economy, international financial environment, and industry outlook, projects its future operational development, profitability, operational risks, and changes in laws and regulations, reviews the remuneration system in a timely manner to ensure a balance between sustainable development and risk management. Currently, only internal stakeholders are involved in the remuneration system design and the independent Compensation Committee supervises the decision-making process for remuneration. Please refer to ESON's 2025 Annual Report for the Company's remuneration decisions.

The Company's remuneration is distributed in accordance with the Articles of Incorporation, which require approval by the shareholders' meeting. Each year, the distribution of employee remuneration and director remuneration for the previous year must be presented at the Annual General Meeting. If the Company records a profit for the year (as defined below), it shall allocate 2% to 8% of the profit for the year as employee remuneration. Recipients of such employee remuneration include employees of subsidiaries who meet certain criteria. The Company may also allocate up to 0.5% of the year's profit as director remuneration. Distribution proposals for employee and director remuneration shall be approved by a majority of the directors present at a Board meeting attended by at least two-thirds of all directors, and subsequently reported to the shareholders' meeting. However, if the Company has accumulated losses, it shall first reserve an amount sufficient to offset such losses before allocating employee remuneration and director remuneration according to the aforementioned percentages. The aforementioned "profit" refers to the Company's pre-tax net profit. For the avoidance of doubt, pre-tax net profit refers to the amount prior to the payment of employee remuneration and director remuneration and excludes any accumulated retained earnings from previous years. The 2025 remuneration report will be presented at the shareholders' meeting on June 11, 2026.

The Company has established a Compensation Committee under the Board. The committee holds equal standing with the Audit Committee and consists of three independent directors, who review and decide on the remuneration of the highest governance body and senior management in a fair and reasonable manner.

Annual Total Compensation Ratio

Annual Total Compensation Ratio

Indicator	2024	2025
Annual total compensation of the highest-paid individual compared to the median annual total compensation of other employees	8.46 : 1	8.89 : 1
Percentage increase in annual total compensation of the highest-paid individual compared to the median percentage increase in annual total compensation of other employees	6.78 : 1	6.95: 1

Note 1: Annual total compensation includes: Salary, bonuses, stock awards, option awards, non-equity incentive plan compensation, and pension value.
Note 2: "Other employees" are used as the baseline (1).
Note 3: As an entity registered outside Taiwan, Article 4-2 of the Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, which stipulates that TWSE listed companies "shall disclose the average and median salaries of full-time employees in non-management positions, and the changes in those two figures compared to those of the preceding fiscal year," does not apply to the Company.

2.1.4 Integrity Management

Conflicts of Interest

Based on Article 206 of the Company Act, ESON has explicitly stipulated in its Code of Conduct for Integrity Management that if a director has a conflict of interest in any agenda item of a Board meeting, either personally or through the legal entity they represent, they shall disclose the important details of the conflict at the meeting. The director must recuse themselves by abstaining from discussions and voting on the agenda item, and they may not exercise voting rights on behalf of other directors. Please refer to the Company's 2025 Annual Report for details on the Board members and their recusals due to conflicts of interest (including Board meeting dates, directors required to recuse themselves, agenda items, reasons for recusals due to conflicts of interest, and voting participation).

Communication of Critical Concerns

In addition to regular committee meetings and reports to the Board, the Company's management periodically provides its important reports and information to directors (as described below) and communicates critical concerns when necessary. In 2025, 30 pieces of material information were published in Chinese and English on the Market Observation Post System (MOPS), mainly covering financial and corporate governance information. Please refer to the material information published by the Company on the MOPS for more details.

Number of Communications of Critical Concerns in 2025

Corporate Social Responsibility and Sustainable Development Progress and Strategies

ESON incorporates the promotion of sustainability concepts into the operations of its mechanisms, and promotes key issues that align with global sustainability trends. Additionally, the Company examines the overall environment and stakeholder expectations, and integrates its corporate development goals to plan the Company's corporate social responsibility strategy. The aim is to deepen the integration of the organization and its value chain, improve ESG performance, and gradually achieve the goals of strengthening governance, driving innovation, and establishing exemplary practices, thereby fulfilling corporate social responsibility and advancing sustainable development.

Policies and Regulations Related to Responsible Business Conduct

ESON strictly complies with responsible business conduct standards. To foster a corporate culture of honesty and integrity, and to meet the expectations of investors and other stakeholders, the Board has approved and promulgated regulations related to the Code of Conduct for Integrity Management, specifying in detail the Company's policies, standards, operating procedures, guidelines for conduct, and grievance systems. To prevent dishonesty and unethical conduct, employees and business partners are required to comply with these regulations when performing their duties. Aiming to foster a culture of integrity and accountability within the organization, the Company is committed to complying with the highest ethical standards and reflecting the commitment in all business activities.

In addition, ESON complies with regulations governing TWSE/TPEx listed companies as well as other laws and regulations related to business conduct as the basic premise for implementing integrity management. The Company continuously tracks changes in domestic and international regulations to assess potential risks and impacts on the Company. Based on the results of regulatory identification, the Company examines whether it has established corresponding internal regulations to ensure that the Company's policies are appropriate and adequate.

For integrity management, sustainable development, human rights, and supplier management, ESON has made corresponding commitments to ramp up the Company's efforts in sustainable development and fulfill its corporate social responsibility.

Code of Responsible Business Conduct						
Aspect	Related Policy or Commitment	Approval Level	Responsible Unit	Application to Economic Activities and Business Relationships	Policy Commitment Communication	Policy Link
Integrity Management	Code of Conduct for Integrity Management	Board of Directors	Legal Affairs Office	To foster a corporate culture of integrity management and achieve sound development, the Company has established robust corporate governance and risk control mechanisms to create a sustainable business environment. ESON has established important internal regulations, such as the Code of Conduct for Integrity Management, Operating Procedures and Conduct Guidelines for Integrity Management, and Code of Ethical Conduct, to properly govern conduct at both corporate governance and employee levels. These regulations explicitly establish provisions for recusals due to conflict of interest, checks and balances mechanism, whistleblowing system, and disciplinary actions, serving as an important basis for the Company to implement integrity management and strategies.	The Company attaches great importance to the implementation of integrity management and strategies. To this end, the Company will adopt the following communication methods in the future: • Internal announcements and document release: Relevant regulations have been published through the Company's internal data-sharing platform, ensuring that all employees can access the information at any time. • Education and training: Regularly organize training courses on integrity management and ethical conduct, ensuring that employees understand and comply with relevant regulations. • Onboarding: Incorporate integrity management regulations into the employee handbook and onboard training so that all new hires are aware of and comply with the Company's regulations. • Grievance and whistleblowing channels: Provide a transparent and confidential whistleblowing mechanism, enabling employees and related stakeholders to report violations and ensuring the effective implementation of regulations.	
	Code of Ethical Conduct	Board of Directors	Legal Affairs Office			
	Operating Procedures and Conduct Guidelines for Integrity Management	Board of Directors	Legal Affairs Office			
Sustainable Development	Sustainable Development Best Practice Principles	Board of Directors	Sustainable Development Department	To fulfill corporate social responsibility and facilitate economic, environmental, and social advancement for sustainable development goal achievement, the Company formulated its Sustainable Development Best Practice Principles in 2024 based on the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and related laws and regulations. Upon the Board's approval and announcement, the Sustainable Development Best Practice Principles serve as the highest guiding principles for ESON's efforts in sustainable development. The Company supports and complies with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies to implement its ESG policies and missions. The scope of application covers all members, suppliers, and partners of the Company.	The Company respects the rights and interests of stakeholders by identifying them, and has established a Stakeholder section on the company website. Through appropriate communication, the Company understands the reasonable expectations and needs of stakeholders, and properly responds to the important sustainability issues of concern to them.	

Embedding Policy Commitments

To integrate the Company's resources and embed various policy commitments of responsible business conduct into daily operations, a Sustainable Development Committee was established in 2024, with 3 working groups established under the committee: Corporate Governance Group, Sustainable Environment Group, and Social Welfare Group. The Sustainable Development Committee convenes regular meetings to formulate annual sustainable development policies and policy commitments related to responsible business conduct, and to review the implementation status of approaches to sustainability issues and policy commitments. The Sustainable Development Department follows the Sustainable Development Best Practice Principles, assisting all units in promoting and implementing sustainability-related initiatives. The Legal Affairs Office and the Human Resources Department at the headquarters assist in the implementation and administration of integrity management policies and commitments.

Advocacy and Promotion of Responsible Business Conduct

To ensure that ESON Group's employees understand and implement corporate policy commitments, integrity management, and professional ethics, the Company organizes education and training courses related to integrity management on topics such as compliance with integrity management regulations, taxes, accounting systems, and internal controls to raise employees' awareness of professional ethics and legal compliance.

Additionally, the Company has established the Customer Credit Management Operations and Supplier Control Procedures to either prohibit exchange with those who do not meet the standards or reduce transaction amounts. The terms of integrity conduct have been included in all commercial contracts.

ESON strictly adheres to competent authorities' laws and regulations on corporate governance, integrity management, environmental protection, and labor rights. To ensure accuracy and completeness in legal compliance, the Company regularly provides employees with training and advocacy programs, incorporating the concepts of integrity management into their daily job duties.

Corporate Governance and Anti-Corruption

ESON Group continues to promote robust corporate governance. It focuses on safeguarding the rights and interests of shareholders and treating shareholders equitably, strengthening the structure and operation of the Board, improving information transparency, and moving towards sustainable development. In recent years, ESON has actively strengthened and improved its corporate governance mechanisms. It is committed to legal compliance and the improvement of the Board's functions. The Company will continuously refine its corporate governance framework to improve and achieve a robust business structure. In 2025, employees and managers at the Taiwan Branch were provided with courses on corporate governance and insider training prevention. A total of 50 people attended the "2025 Insider Equity Transaction Legal Compliance Seminar," totaling 15 hours, with 5 participants completing the training and a completion rate of 10%.

ESON Group is also committed to fostering a culture of integrity management, requiring all employees to abide by ethical standards and legal regulations. Although the Group has not developed a dedicated anti-corruption policy or procedure, it has established integrity-related regulations and plans to further strengthen corruption risk management. The current integrity management policies are publicly available on the Company's internal system, ensuring that all employees and directors can access them at any time. To ensure that governance bodies and employees fully understand integrity management and anti-corruption requirements, the Group provides them with comprehensive training and awareness-raising programs. In 2025, directors participated in corporate governance training sessions, including "Courses for Directors, Supervisors, and Corporate Governance Officers - Virtual Asset Crime Methods and Money Laundering Prevention," "Courses for Directors, Supervisors, and Corporate Governance Officers - How Directors and Supervisors Oversee the Establishment and Improvement of the Company's Risk Management System," and "Courses for Directors, Supervisors, and Corporate Governance Officers - The Latest Practical Analysis of Trade Secrets and the Management Risks of Directors and Supervisors." A total of 9 hours of training were completed, with 3 directors participating, representing 42.86% of Board members. ESON Group reported 0 incidents of corruption in 2025.

The status of anti-corruption training in 2025 is presented below by region, level, and category of employees:

Anti-corruption Education and Training		Employee Level			Employee Category		
		Supervisory Role	Non-Supervisory Role	Total	Direct Labor	Indirect Labor	Total
Taiwan Branch	Total training hours	5	28	33	0	33	33
	Number of participants completing the training (A)	5	28	33	0	33	33
	Total number of employees as of December 31, 2025 (B)	17	33	50	0	50	50
	Completion rate % C=A/B	29.41%	84.85%	66.00%	0%	66.00%	66.00%
Kunshan ESON	Total training hours	44	598	642	132	510	642
	Number of participants completing the training (A)	22	299	321	66	255	321
	Total number of employees as of December 31, 2025 (B)	57	382	439	67	372	439
	Completion rate % C=A/B	38.60%	78.27%	73.12%	98.51%	68.55%	73.12%

Note 1: Definition of "completion rate": It is calculated as the number of employees who were still employed at the end of December 2025 and had completed relevant courses, divided by the total number of employees in the same region, level, or category who were still employed at the end of December of the same year.
Note 2: Supervisory role: This term refers to personnel at the manager level or above at the Taiwan Branch. This term refers to personnel at the section chief level or above at Kunshan ESON.
Note 3: Direct labor is defined as manufacturing staff. Indirect labor is defined as professionals.

Mechanisms for Seeking Advice and Raising Concerns

To improve the supervisory function of corporate governance, the Company has established the Operating Procedures and Conduct Guidelines for Integrity Management to clearly outline the standard operating procedures for reporting. The procedures cover the acceptance of cases, investigation process, investigation results, and the record-keeping of related documentation. For reports that have been verified to be true, relevant units are required to review the internal control system and operating procedures, as well as propose improvement measures to stop repeat incidents. In addition, the Company's designated unit reports to the Board on the details of reported cases, handling approaches, subsequent reflection, and improvement measures taken.

ESON Group has established the Employee Communication and Grievance Management Methods and the EICC Code of Conduct. It has set up dedicated mailboxes for employees and external personnel. These mailboxes are managed by dedicated personnel, and recognition and cash rewards are provided. The Group has established confidentiality mechanisms for the standard operating procedures related to investigations of reported matters, ensuring that the identity of whistleblowers and the details of reports remain confidential. In 2025, the Group did not receive any whistleblowing reports.

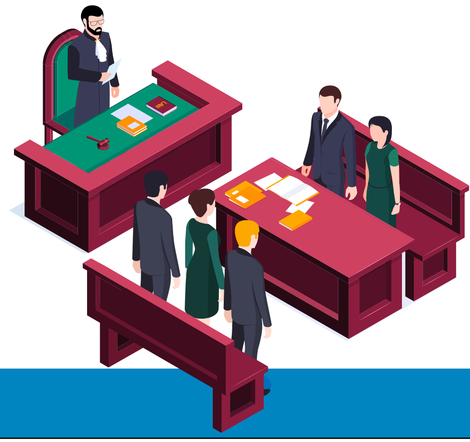
Channels for Consultation and Reporting

External channel	Anonymous reporting mailbox available on the official website (i.e., Whistleblower Mailbox)	justice@eson.tw
Internal channel	Chairman's mailbox	tsai@eson.tw
	Employee grievance mailbox	speakout@eson.tw

Total Number of Reported Cases

	2023	2024	2025
Total reported cases	0	0	0
Unrelated to violations of professional ethics	0	0	0
Fraud	0	0	0
Conflicts of interest	0	0	0
Insider trading	0	0	0
Cases established after investigation	0	0	0

2.2 Legal Compliance



ESON has established the Code of Conduct for Integrity Management, prohibiting employees from directly or indirectly offering, promising, requesting, or accepting any improper benefits in the course of business activities. The Code of Conduct for Integrity Management has been integrated into the management regulations and is assigned Document No. MUL-028. In 2025, no major penalties or fines were imposed on any of ESON Group's locations of operations regarding cases of anti-competitive behavior, violations of antitrust laws, conflicts of interest, money laundering, insider trading, product safety issues, corruption, environmental protection, or labor-related issues. Furthermore, there were no major violations of laws and regulations related to society and the economy, nor were there any incidents of non-monetary sanctions.

The criteria defining major violations (applicable to the Group) are as follows:

Criteria Defining Major Violations	
Labor-related major violations	Violations of labor rights that are fined by competent authorities by a minimum of NT$500,000 (or its equivalent in other currencies). Examples include (but are not limited to): Violation of labor laws or regulations (e.g., failure to pay salaries in accordance with the law, violations of working hour regulations); cases involving forced labor or child labor; major occupational safety incidents resulting in casualties and penalties imposed by competent authorities meeting or exceeding the threshold. incidents of discrimination or harassment that have resulted in court judgments or are fined by competent authorities.
Environmental protection-related major violations	Violations of environmental protection laws or regulations that are fined by competent authorities by a minimum of NT$500,000 (or its equivalent in other currencies). Examples include (but are not limited to): Illegal emissions of exhaust gases, wastewater, or hazardous waste exceeding regulatory standards; unauthorized development or construction without first completing local environmental impact assessments; major pollution incidents, such as soil pollution and marine pollution, leading to ecological damage or public health risks; violation of waste management laws or regulations, such as illegal dumping and disposal of hazardous substances.
Other major violations	Legal basis: Examine whether applicable laws, regulations, or regulatory requirements were violated. Financial impact: Examine whether significant financial losses or potential risks have arisen, including fines, compensation payments, or impacts on capital markets. Reputation and brand impact: Examine whether the violation has adversely affected the company's reputation, market trust, or customer loyalty. Operational impact: Examine whether the violation has disrupted business operations, hampered production, or caused supply chain problems. Stakeholder impact: Examine whether the violation has significantly caused an adverse effect on employees, consumers, shareholders, or the general public.