

Integrity Management Implementation

1. Policy Formulation and Supervision

To ensure the establishment and supervision of integrity management policies and preventive measures, OUCC, through its Corporate Governance Officer under the Board of Directors and the Human Resources Department, is committed to promoting and implementing corporate integrity management. They are responsible for formulating and supervising the execution of integrity management policies and preventive measures under the Board's oversight and report to the Board annually.

2. Management Policies and Internal Controls

The company has established relevant management policies, including the “Best Practice Principles” and “Codes of Ethics,” which clearly stipulate that Directors, Managers, and employees must not engage in dishonest, illegal, or fiduciary-breaching acts during business activities. A sound compensation system and robust internal control mechanisms (including management policies, authorization systems, and functional segregation) are implemented, supplemented by internal audit operations for effective control. A whistleblowing channel and anti-corruption mailbox are provided for stakeholders to report corruption or illegal acts, along with an independent investigation mechanism for verification and inquiry.

3. Insider Trading Prevention

The company enforces insider trading prevention measures and complies with the Securities and Exchange Act, prohibiting the use or disclosure of non-public information for insider trading. Handling and disclosure of material internal information must follow relevant laws, regulations, and Taiwan Stock Exchange rules, as well as internal procedures. The company reminds Directors during each quarterly Board meeting (30 days before annual financial statements / 15 days before quarterly financial statements) that they are prohibited from trading company stocks during blackout periods—30 days before annual financial report announcements and 15 days before quarterly financial report announcements—to prevent insider trading.

4. Education and Training

Upon onboarding, new employees receive orientation on the “Codes of Ethics” and “Best Practice Principles,” promoting anti-corruption principles. Annual compliance training courses are planned to explain anti-corruption policies and labor rights issues to prevent corruption and human rights violations. Procurement units directly involved in interests receive anti-corruption training, and anti-bribery clauses are included in procurement contracts. For employees interacting with government officials, an anti-corruption applicability and risk assessment mechanism is implemented.

Integrity Management Implementation in 2025	Total Training Hours	Total Trainees Participated
Best Practice Principles / Codes of Ethics / Labor Rights Related Promulgation	259	559