

The Company's implementation of corporate governance

Evaluation Items	The State of Operations			The differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary Description	
I. Has the Company formulated and disclosed its corporate governance practice principles according to the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?	V		The Company has formulated a set of "Corporate Governance Best Practice Principles" and disclosed it on the Market Observation Post System and the Company website.	In compliance with the Corporate Governance Best Practice Principles
II. The Equity Structure and Shareholders' Equity of the Company				In compliance with the Corporate Governance Best Practice Principles
(i) Has the Company established internal operating procedures to handle shareholder recommendations, doubts, disputes, litigations, and implemented them according to the procedures?	✓		(i) The Company has a spokesperson system formulated to collect relevant questions raised by shareholders. The shareholder's suggestions and doubts are to be handled and responded to by the spokesperson. The disputes and litigation matter with the shareholders shall be handled by the legal department. However, the relationship between the Company and its shareholders is harmonious and no dispute or litigation has occurred.	
(ii) Does the Company have a list of the major shareholders who actually control the Company and those who ultimately have control over the major shareholders?	✓		(ii) The Company maintains good relations and contacts with its major shareholders, directors, employees and corporate shareholders, and is able to keep track of their shareholdings.	
(iii) Has the Company established and implemented risk control and firewall mechanisms between affiliated companies?	✓		(iii) The Company has established an "Internal Control System-Subsidiary Supervision and Management Practices" and "Operating Procedures Related to Financial Operations between Related Parties" to standardize the relevant matters.	
(iv) Has the Company formulated internal regulations to prevent insiders from trading securities	✓		(iv) The Company has established "Procedures for Handling Material Inside Information" and	

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using undisclosed information on the market?			communicates these procedures to employees and directors through confidentiality agreements or through education sessions conducted at least once annually (the 2025 education session was held on December 30, 2025). These procedures require that individuals with knowledge of material inside information must not disclose such information to others or use non-public information to trade securities. Furthermore, those subject to Article 3 of these procedures who obtain material inside information that could affect the Company's stock price are prohibited from trading the Company's publicly traded shares or other equity securities before such information is made public or within 18 hours after its public disclosure. The Company's directors (including independent directors) are prohibited from trading the Company's shares during blackout periods, which extend from 30 days prior to the announcement of annual financial reports and 15 days prior to the announcement of quarterly financial reports. Notifications regarding these trading blackout periods were sent to directors on January 21, 2025, April 18, 2025, July 14, 2025, October 16, 2025, and January 23, 2026.	
III. Composition and Responsibilities of the Board of Directors (i) Does the board of directors formulate diversified policies, and specific management objectives and implementation?	✓		(i)The Company has established a diversity policy in the “Corporate Governance Best-Practice Principles” and “Procedure for	In compliance with the Corporate Governance Best Practice

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<p>(ii) Does the Company voluntarily establish functional committees other than the Remuneration Committee and the Audit Committee?</p> <p>(iii) Does the Company formulate a performance evaluation method for the Board of Directors, conduct performance evaluation annually and regularly, and report the performance evaluation results to the Board of Directors and apply it as a reference for the consideration of remuneration and nomination of each director?</p> <p>(iv) Does the Company regularly evaluate the independence of the attesting CPAs?</p>	<p>✓</p> <p>✓</p> <p>✓</p>		<p>Election of Directors” and has them disclosed on the Company’s website and on P.12 of the annual report.</p> <p>(ii) The Company currently has only a Remuneration Committee and an Audit Committee. Other functional committees will be established in the future depending on the legal requirements or practical needs.</p> <p>(iii) The Company has established "Board of Directors’ Performance Evaluation Measures." For evaluation items and results, please refer to page 23-24 (III. Information to be disclosed by TWSE/TPEX listed companies regarding the evaluation cycle, period, scope, method, and content of the Board's self-evaluation or peer evaluation). These results, together with directors' self-evaluations, serve as reference for nominating directors and determining their compensation, and were reported to the Board of Directors on February 26, 2026.</p> <p>(iv) On February 26, 2026, the Audit Committee and the Board of Directors conducted an assessment of the independence and suitability of the Company's CPA, with suitability criteria including 13 Audit Quality Indicators (AQIs). The goal was to require the CPAs to issue an independent statement. The Company confirmed that the CPAs and the Company have no other financial interests and business relationships except for certification and tax cases. The</p>	Principles

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			CPA's family members do not violate the independence requirements before the appointment of the CPAs. Please refer to (Note 1) for the evaluation of the independence and competency of the CPAs.	
IV. Does the Company as a listed company have a suitable and appropriate number of corporate governance personnel and appoint a corporate governance officer to be responsible for corporate governance related matters (including but not limited to providing information necessary for directors and supervisors to perform their business, assisting directors and supervisors in complying with laws and regulations, conducting board meeting and shareholder meeting related matters in accordance with law, handling company registration and alteration registration, and preparing minutes of board meetings and shareholder meetings, etc.)?	✓		The Company established a dedicated corporate governance unit upon approval by the Board of Directors on May 7, 2021. Effective August 6, 2025, the Assistant Vice President of the Company's Finance and Accounting Division assumed the position of Corporate Governance Officer and possesses the qualifications required for the Corporate Governance Officer. The main duties of the unit are to administer matters related to Board of Directors meetings and shareholders' meetings, prepare minutes of the Board of Directors and shareholders' meetings, assist directors in their appointment and continuing education, provide information necessary for directors to carry out their business, and assist directors in complying with laws and regulations. Please refer to (Note 2) for the continuing education of the corporate governance officer.	In compliance with the Corporate Governance Best Practice Principles
V. Has the Company established communication channels with stakeholders (including but not limited to shareholders, employees, customers and suppliers, etc.) and a special section for stakeholders on the Company's website, and responded appropriately to important corporate social responsibility issues that are of concern to stakeholders?	✓		To effectively communicate with various stakeholders, the Company has identified and categorized stakeholders according to the AA1000 SES Stakeholder Engagement Standard principles using a five-point scale. These stakeholders include: customers, employees, investors and shareholders, suppliers, media, academic institutions, and non-profit organizations. Please refer to (Note 3) for details. The Company has appointed a	In compliance with the Corporate Governance Best Practice Principles

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			spokesperson and deputy spokesperson, and has established a dedicated stakeholder section on its ESG website with contact information for corresponding departments, enabling response to stakeholder concerns regarding corporate sustainability and social responsibility issues through various communication channels.	
VI. Has the Company appointed a professional stock affairs agency to handle matters for shareholder meetings?	✓		The Company's stock affairs agency is KGI Securities Co., Ltd.	In compliance with the Corporate Governance Best Practice Principles
VII. Information Disclosure (i) Has the Company set up a website to disclose finance and business matters and corporate governance information? (ii) Has the Company adopted other means of information disclosure (such as setting up an English website, appointing dedicated personnel responsible for the collection and disclosure of Company information, implementing a spokesperson system, posting the Company's earnings calls on its website, etc.)? (iii) Does the Company publicly announce and file annual financial statements within two months after the end of the fiscal year? The	✓ ✓ ✓		(i) The Company has established an Investor Relations section on its official website, disclosing financial, operational, and corporate governance information, with links to the Market Observation Post System to facilitate investor inquiries. (ii) The Company has designated personnel to be responsible for the collection and disclosure of corporate information. It has also appointed a spokesperson to make external statements and implement the spokesperson system. Additionally, information and presentation materials from the Company's institutional investor conferences have been compiled and made available on the corporate website for public reference. (iii) On February 26, 2026, the Company announced and filed its 2025 annual financial report, and has announced and filed its first, second, and third	In compliance with the Corporate Governance Best Practice Principles

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financial statements for the first, second and third quarters and the monthly operating status before the prescribed deadline?			quarter financial reports and monthly operational results ahead of regulatory deadlines.	
VIII. Does the Company have any other important information that helps understand the corporate governance operation (including but not limited to employee rights, employee care, investor relations, supplier relations, rights of stakeholders, advanced study of directors and supervisors, the implementation of risk management policies and risk measurement standards, the implementation of customer policies, the acquisition of the liability insurance by the Company for directors and supervisors, etc.)?	✓		<p>(i) Employee rights: The Company has established comprehensive work rules and personnel systems in accordance with the Labor Standards Act and related laws and regulations to protect employees' basic rights and maintain good labor-management relations. The Company has established an Employee Welfare Committee to provide diverse employee welfare measures and is committed to creating a fair, friendly, and safe working environment. In addition, the Company also provides group insurance and regular health checkups, continues to pay attention to employees' physical and mental health, and ensures that employees' rights and interests are properly protected through comprehensive systems and communication mechanisms.</p> <p>(ii) Employee Care: To provide employees with more comprehensive support and care, in addition to providing various statutory benefits in accordance with the law, the Company has also planned diverse welfare systems and employee care measures:</p> <p>(1) To strengthen care and support for employees, the Company has established the "Regulations for Employee Emergency Assistance," the "Regulations for Employee Childbirth Subsidies," and the "Regulations for</p>	In compliance with the Corporate Governance Best Practice Principles

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			<p>Scholarships for Employees' Children,” and plans to promote the “Regulations for Learning Milestone Incentives” in 2026 to support employees' personal development and family needs through diverse systems.</p> <p>(2) The HR unit arranges two one-on-one care interviews for new employees to assist them in smoothly adapting to the workplace environment; and conducts employee satisfaction surveys regularly every two years. The questionnaire response rate for the 2025 employee satisfaction survey was 71%, and on a scale with a full score of 6 points, the overall average satisfaction score was 4.88. The survey results were explained by the HR unit to the supervisors of each department, and improvement action plans were formulated accordingly; at the same time, the survey results and subsequent improvement directions were communicated to all employees through announcement emails to ensure information transparency and promote employees' understanding and participation. Optimization of the working environment and hardware facilities was completed in 2025, and relevant projects will continue to be promoted in 2026 and the effectiveness of improvements will be reviewed.</p> <p>(3) To promote employees' physical and mental well-being, the Employee Welfare Committee</p>	

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			<p>provides various welfare subsidies and irregularly organizes various employee care and exchange activities to create a good workplace atmosphere and support employees' physical and mental health and work-life balance.</p> <p>(iii) Investor Relations: The Company honestly discloses corporate information as required by laws and regulations to protect investors' fundamental rights. Investors can access the Company's public information through the Market Observation Post System or through the "Investor Relations" section on the Company's website, where financial, operational, and corporate governance information is available. The Company has also appointed a spokesperson, allowing investors to contact the spokesperson or provide suggestions at any time.</p> <p>(iv) Supplier relations: Through our green product management platform, we have smooth communication channels with our suppliers, maintain good relations, and uphold the principle of honesty and reciprocity in dealing with them.</p> <p>(v) Stakeholders' rights: Maintain smooth communication channels with stakeholders and fully respect and protect their legitimate rights and interests. Please refer to (Note 3) for issues of concern to the Company's stakeholders and the channels of communication and response.</p> <p>(vi) The continuing education of</p>	

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			<p>directors and supervisors: The number of hours of continuing education of directors (including independent directors) of the Company in 2025 is 6 hours per year. Please refer to Note 4 for details.</p> <p>(vii) Implementation of risk management policies and risk measurement standards: The Company focuses on its own business and has established various operating rules and internal control systems to reduce risks in accordance with various laws and regulations and business activities.</p> <p>(viii) Implementation of customer policy: The company upholds high quality and high efficiency to serve customers and create maximum benefits for customers.</p> <p>(ix) The Company is a computer peripheral manufacturer and is engaged in downstream assembly, which is a non-polluting industry and has not polluted the environment and has fulfilled its corporate social responsibility.</p> <p>(x) The Company's acquisition of liability insurance for directors is stipulated in the Company's Articles of Incorporation. Also, the Company acquired the said liability insurance for the first time in December 2018 and had the insurance renewed successfully, and reported to the Board of Directors in November 2025.</p>	
<p>IX. Please describe the improvements that have been made in response to the corporate governance evaluation results issued by the Corporate Governance Center of the Taiwan Stock Exchange in the most recent year, and propose priorities and measures for those not yet improved: The Company has prepared improvement plans for each indicator of the results of the past corporate</p>				

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<p>governance evaluations and has implemented the following improvement plans:</p> <p>(I) The Company has enhanced the comprehensiveness of corporate governance disclosures in its annual reports and official website.</p> <p>(II) Strengthen the disclosure of ESG-related issues in the annual report and sustainability report.</p> <p>The Company intends to continue to improve and propose the following:</p> <p>(I) The Company will continue to formulate various measures in compliance with regulatory policies to improve corporate governance.</p>				

Note 1: Evaluation of the independence of the CPAs:

Evaluation Items	Evaluation content	Evaluation result	Status of independence
Review of Independent Operation	Has the CPAs recused themselves from the assignment if they have a direct or material indirect interest that would affect their impartiality and independence?	Yes	Yes
	Do CPAs maintain formal independence in addition to substantive independence when they perform audits, reviews, verification or project examination of financial statements and render an opinion?	Yes	Yes
	Do members of the audit services, other CPAs or corporate accounting firm shareholders, CPA firms, their affiliates, and alliances maintain independence from the Company?	Yes	Yes
	Do the CPAs perform professional services with integrity and rigor?	Yes	Yes
	Do the CPAs maintain an impartial and objective position in performing professional services and have they avoided bias, conflict of interest or interest that would affect professional judgment?	Yes	Yes
Suitability review	Do the CPAs have a disciplinary record with the CPA Disciplinary Board for the last two years? Has the CPA firm been involved in any significant litigation in the last two years or currently?	Good	Yes
	Does the CPA firm have sufficient scale, resources and regional coverage to handle corporate audit services?	Good	Yes
	Does the CPA firm have a clear quality control process? Does the coverage include the level and key points of the audit process, the manner in which audit issues and judgments are handled, independent quality control reviews, and management of risk?	Good	Yes
	Has the CPA firm notified the Board of any significant issues and developments in risk management, corporate governance, financial accounting and related risk controls in a timely manner?	Good	Yes

Note 2: The educational training for the Corporate Governance Office of the Company in 2025:

Name	Advanced study date	Course organizer	Course name	Training hours
Kuo, Kuang-Yao	2025/06/30	Taipei Exchange (TPEX)	Investor Relations Management Conference	3
	2025/09/24	Republic of China Accounting Research and Development Institute	Workshop on Preparation and Reporting Practices of Sustainability Information	6
	2025/10/03	Taiwan Academy of Banking and Finance	Corporate Governance Forum	3

Note 3: issues of concern to stakeholders and the channels of communication and response.

Stakeholder	Issues of concern	Channels of communication and response.	2025 Stakeholder Communication Performance
Customer	<ul style="list-style-type: none"> Completed annual satisfaction surveys in response to customer requests Completed the annual conflict mineral source survey and complied with the customer's requirement to declare that no mineral from the conflict area will be used. Implemented confidential information protection measures as required by customers Made Declaration of Prohibition of Child Labor and Declaration of Product Origin as requested by the customer Conducted Audits of suppliers as requested by customers Customer factory production flow guide 	<ul style="list-style-type: none"> Annual Customer Satisfaction Survey with Questionnaires Impromptu meetings for unexpected issues Conference calls for specific issues Regular customer visits every year Quarterly Business Reviews (QPRs) External communication mailbox VIP Meetings Customer field audits/visits <p>Contact Information:sales@innodisk.com</p>	<ul style="list-style-type: none"> Visiting customers from time to time Accepted 12 customer on-site factory audits so far
Employees	<ul style="list-style-type: none"> Establish diverse and open channels for employee feedback Facilitate two-way communication and harmonious labor-management relations through labor-management meetings Regularly review employee satisfaction and work experience Pay attention to the career development and work adaptation of long-term employees 	<ul style="list-style-type: none"> Set up a suggestion box in the employee cafeteria to allow employees to provide suggestions and feedback at any time, as a reference for the Company's internal improvements Regular labor-management meetings are held every quarter, with representatives appointed by both labor and management attending to communicate and discuss issues of concern to employees Conduct employee satisfaction surveys every two years to collect employee feedback on the work environment, systems, and development opportunities, as a basis for human resources policy adjustments Launched care measures for employees with 3 to 10 years of service for the first time, and subsequent actions will be planned based on implementation results and actual needs <p>Contact information: Contact Information: inno_members@innodisk.com</p>	<ul style="list-style-type: none"> In 2025, one labor-management meeting was held each quarter at the Xizhi Factory and the Yilan Factory, for a total of 8 meetings The employee satisfaction survey response rate in 2025 was 71%. On a scale with a full score of 6, the overall average satisfaction score was 4.88 Interview coverage rate for long-serving employees reached 71%
Investors / Shareholders	<ul style="list-style-type: none"> Convened the shareholders' meeting, in which the chairman, directors and senior management reported the financial statements and operations of the Company to all shareholders. At the meeting, the earnings distribution proposal was adopted and important resolutions were approved. Financial statements and significant financial business information of the Company announced and disclosed on the Market Observation Post System 	<ul style="list-style-type: none"> Convene regular shareholders' meeting every year Regular disclosure of finance and business information Disclosure of significant information on the "Market Observation Post System" from time to time Established a spokesperson system to answer shareholders' questions Periodic hosting of or invitations to institutional investor conferences <p>Contact Information: inno_shareholders@innodisk.com</p>	<ul style="list-style-type: none"> Held 1 shareholders' meeting Invited to participate in 5 corporate presentations
Suppliers	<ul style="list-style-type: none"> Qualified supplier certification Green Supply Chain GPM IQC inspection status 	<ul style="list-style-type: none"> New product acknowledgement Related quality document updates Occasional phone and email communication On-site audits/Semi-annually Audit of questionnaires/semi-annually <p>Contact Information:inno_vendor@innodisk.com</p>	<ul style="list-style-type: none"> Completed the supplier sustainability management questionnaire in November 2025 Conducted 17 on-site audits of suppliers in 2025
Media	<ul style="list-style-type: none"> Product information release (including new products and technologies) Company information release (covering development strategies, partnerships, awards, operations and production capacity layout, sustainability actions, social welfare, etc.) 	<ul style="list-style-type: none"> Accept media interviews from time to time Communicate the Company's latest news through press conferences, media gatherings, and other forms from time to time On average, a press release is issued once a month to the relevant media. 	<ul style="list-style-type: none"> Issued 9 press releases Held 1 AI strategy media sharing session

		Contact Information: andy_chen@innodisk.com	
School	<ul style="list-style-type: none"> Strengthen the connection between school education and industry practice through industry-academia collaboration Provide scholarships for reserve talent to cultivate potential professional talent Establish scholarships for disadvantaged students to assist vulnerable students in pursuing their studies with peace of mind Provide summer, semester, and academic year internship opportunities to assist students in accumulating practical experience 	<ul style="list-style-type: none"> Regularly review and update cooperation contracts and related regulations with schools every year to ensure that the cooperation content meets the needs of both parties and the direction of industry development Maintain contact with schools from time to time by phone, letter, and other means to communicate and align on details regarding industry-academia collaboration, internship arrangements, and scholarship implementation Contact Information: ivry_lo@innodisk.com	<ul style="list-style-type: none"> Updated industry-academia collaboration contracts and regulations in January and May 2025 Updated the regulations for scholarships for reserve talent in September 2025 Awarded scholarships to National Ilan University in October 2025 Planned summer / semester / academic year internships in 2025 based on the needs of each department
Non-Profit Organizations	<ul style="list-style-type: none"> Diverse public welfare collaborations such as volunteering, commissioned sales, and donations Needs assessment of beneficiaries and resource allocation Integration of community resources and service implementation Social impact and sustainable development 	<ul style="list-style-type: none"> Regular meetings with foundation staff and board members Conduct lectures, visits, training, and public welfare services and other activities Documentation of related activities and social media exposure Contact Information: inno_foundation@innodisk.com	<ul style="list-style-type: none"> Throughout the year, collaborated with more than 30 different types of NPOs to jointly organize more than 102 social welfare, public welfare, and environmental activities The foundation posted 51 articles about these activities on Facebook, with over 7 related news reports Innodisk employees contributed over 2500 hours of volunteer service throughout the year
Government and Competent Authority	<ul style="list-style-type: none"> Handle various filings in accordance with government laws and regulations (e.g. environmental protection, labor, taxation, energy use, greenhouse gas inventory, etc.) Implement and respond to policies promoted by competent authorities (e.g. ESG disclosure, energy conservation and carbon reduction, green procurement, etc.) Participate in related sustainability policy briefings and promotional activities organized by the government Provide audit information and accept on-site inspections as required by competent authorities Registrations, changes, and compliance confirmation related to operations 	<ul style="list-style-type: none"> Regularly or from time to time complete various reporting systems required by government regulations (e.g. greenhouse gas, occupational safety and health, energy conservation, and other systems) Interact with policy briefings, public hearings, or consultation meetings held by competent authorities Official correspondence or online correspondence and telephone consultations Submit formal reports or supporting documents as required by the government Reception for on-site inspections and accompanying explanations 	<ul style="list-style-type: none"> Complete the annual greenhouse gas inventory and complete reporting procedures in accordance with regulations Achieved a 100% completion rate for filings required under environmental protection, occupational safety and health, and energy-related regulations Participated in 8 sustainability and energy conservation policy briefings organized by the government

Note 4: The educational training for directors (including independent directors) in 2025:

Title	Name	Advanced study date	Course organizer	Course name	Training hours
Chairman	Chien, Chuan-Sheng	2025/10/21	The Institute of Internal Auditors	Risk-Oriented Internal Audit Methods and Practices	6
Director	Lee, Chung-Liang	2025/12/15	The Institute of Internal Auditors	Business Intelligence and Data Analysis Methods	6
Director	Chu, Ching-Chung	2025/10/17	Securities and Futures Institute	Analysis of Fraud Methods and Introduction to Anti-Money Laundering Regulations and Case Studies	3
		2025/10/21		AI Development, Applications, and Emerging Legal Issues	3
Director	Hsu, Shan-Ke	2025/08/22	Chinese National Association of Industry and Commerce	2025 Taishin Shin Kong Net-Zero Summit	3
		2025/09/26	Securities and Futures Institute	Seminar on Prevention of Insider Trading in 2025	3
Director	Rui Ding Investment Co., Ltd. Representative: Wu, Hsi-Hsi	2025/10/03	Republic of China Accounting Research and Development Institute	Analysis of the Practical Application of Sustainability Policies and Sustainability Disclosure Standards	6
Independent Director	Wang, Yin-Tien	2025/08/07	Securities and Futures Institute	U.S.–China Economic Developments under Trump 2.0 and the Outlook for Taiwan’s Industries	3
				How Directors and Supervisors Oversee Corporate Risk	3

				Management and Crisis Handling (Including Gender Equality)	
Independent Director	Lin, Wei-Li	2025/10/02	Securities and Futures Institute	Corporate Governance Evaluation Transformation Strategies for ESG Evaluation	3
		2025/10/15		Corporate Mergers and Acquisitions Practices and Case Studies	3
Independent Director	Young, Kai-Cham	2025/05/13	Taiwan Institute of Directors	Globalized Corporate Management Strategies	3
		2025/08/12		AI-Driven Industrial Digital Transformation and Business Innovation Applications	3
		2025/12/24	Taiwan Corporate Governance Association	Artificial Intelligence and Corporate Governance	3
Independent Director	Lo, Su-Shun	2025/09/18	Securities and Futures Institute	Trends in Digital Technology and Artificial Intelligence and Risk Management	3
		2025/10/23		Creating a Diverse and Inclusive Organizational Environment: The Necessity of Promoting DEI and Enhancing Leadership Based on Workplace Bullying Incidents	3