



第一化成控股（開曼）股份有限公司
IKKA HOLDINGS(CAYMAN) LIMITED

Implementation of Integrity Management in 2025

1、Internal education and training

The company promotes the concept of honest business to all employees through internal education and training, reminding them to be careful to prevent dishonest behavior when performing business. This year, the integrity management education and training courses were held for 1,477 people, with a total of 4,431 hours.

2、Participate in external training

Arrangements were made for directors and managers to attend relevant external training courses, including those covering the legal basis of insider trading, regulations pertaining to insiders, corporate governance, trade secrets, internal control standards, and the design of internal controls and auditing techniques to prevent false corporate financial reporting, corruption, and fraud. All directors completed over six hours of director and supervisor training courses this year. The corporate governance officer, audit officer and their deputies, along with the accounting officer and their deputies, completed 12 hours of continuing professional development courses.

3、Regular review

We conduct risk assessments on integrity-related business activities for all units of the Group's subsidiaries, and have the audit unit work with the Certified Public Accountants to conduct internal control audits to ensure the operation of the overall mechanism and prevent dishonest behavior. No violations of business integrity were found during the year.

4、Reporting System

The Company has set up a stakeholder area on its website (ikka.com.tw). In addition to the reporting/appeal channels, there is also a web-based independent director mailbox. Independent directors can receive emails from this mailbox to understand relevant issues and handling processes. In addition to Chinese/English, the Company's website also has a Japanese version based on its Japanese supply chain, which is helpful for stakeholders to use.

5 、 Continuous communication with stakeholders

IKKA pursues sustainable management and is committed to establishing effective and diverse communication channels with stakeholders related to the company to understand their needs and expectations of IKKA as a reference indicator for developing sustainable responsibility policies and management guidelines. The company's stakeholders can provide valuable suggestions and advice through the exclusive mailbox channel. The company has set up corresponding functional units for various stakeholders to collect and feedback the opinions and information of stakeholders.