



INFO-TEK CORPORATION

2024 Annual Report

Notice to readers

This English translation is prepared in accordance with the Chinese version and is for reference only. If there is any inconsistency between the Chinese version and this translation, the Chinese version shall prevail.

Company Website: [http : // www.psaitc.com](http://www.psaitc.com)

Taiwan Stock Exchange Market Observation Post System :[http : // mops.twse.com.tw](http://mops.twse.com.tw)

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I. Letter to Shareholders

Dear shareholders, ladies and gentlemen,

First of all, we would like to express our gratitude to all shareholders for the long-time support and care for INFO-TEK. Here is the report on the business performance in 2023 and the business plan for 2024:

1. Business Performance in 2024:

According to data released by the China Association of Automobile Manufacturers, NEV sales in China reached 12.866 million units in 2024, marking a 35.5% increase compared to 2023. NEVs accounted for 40.9% of total new vehicle sales, up 9.3 percentage points from 2023. This indicates the continued robust growth of the NEV industry. INFO-TEK remained steadfast in its commitment to quality and supply assurance, fostering long-term partnerships with customers. Our automotive product sales and revenue continued to grow in 2024. However, aggressive price competition among China NEV manufacturers compressed product margins. Additionally, demand for industrial control products remained weak due to the sluggish recovery of China's infrastructure and real estate sectors. To mitigate these challenges, we continued implementing cost-reduction initiatives and efficiency enhancement strategies.

For 2024, our consolidated revenue reached NT\$73.26 billion, reflecting a 9.7% increase from NT\$66.79 billion in the prior year. The consolidated gross profit was NT\$10.19 billion, with a gross margin of 13.9%. Consolidated operating profit stood at NT\$4.77 billion, with an operating margin of 6.5%. Net profit after tax was NT\$3.94 billion, translating to a net profit margin of 5.4%. The basic earnings per share (EPS) were NT\$3.26, and the return on equity (ROE) was 11.4%.

2. Business Strategy for 2025

(1) Strategic Direction

Looking ahead to 2025, economic growth uncertainty persists due to U.S. tariff policies, geopolitical conflicts, and economic challenges in China. However, the sustained expansion of NEVs, AI-driven autonomous driving, and the low-altitude aviation industry presents new opportunities. Our management team will continue driving innovation, ensuring quality and supply reliability, and strengthening strategic partnerships with customers.

(2) Development Strategies

Optimization of Product, Customer, and Supply Chain Structure:

1. Continue expanding NEV-related product offerings, including powertrain components and hydrogen energy applications, while exploring emerging markets such as low-altitude aviation.
2. Advance industrial control and consumer electronics toward high-value niche markets and targeted customer segments.
3. Implement strategic procurement to ensure stable supply chain management, optimizing raw material lead times and costs while mitigating inventory risks.
4. Enhance production data integration to improve resource utilization and manufacturing efficiency.

(3) Research and Technological Advancement

1. Strengthen automated production solutions to accommodate complex manufacturing processes, thereby enhancing production capacity, yield rates, and cost efficiency.
2. Focus on evaluating and developing new manufacturing processes and technologies, continuously refining operational precision.
3. Engage in academic collaborations and industry partnerships to elevate our research and development capabilities.
4. Continue expanding our intellectual property portfolio by securing software, invention, and utility model patents.

3. External Competitive Landscape, Regulatory Environment, and Macroeconomic Factors

Looking into 2025, global trade will continue to be influenced by U.S. tariff risks, geopolitical conflicts, and economic challenges in China. In the NEV sector, despite intensified price competition at the end of 2024, advancements in AI-driven autonomous driving and range-extending technologies indicate that the industry's growth trajectory remains strong. According to projections from the China Association of Automobile Manufacturers, NEV sales in China are expected to reach 16 million units in 2025, reflecting a 24% annual growth rate and surpassing a 50% market penetration rate.

To align with these trends, our company will maintain its commitment to quality assurance and supply chain stability, further strengthening strategic customer partnerships.

INFO-TEK upholds the principles of integrity and regulatory compliance, ensuring adherence to environmental regulations, data security, customer and supplier privacy protection, workplace safety regulations, labor relations, and tax compliance. In alignment with the Passive System Alliance (PSA)'s philosophy of "balancing shareholder value, employee well-being, and corporate social responsibility," we integrate corporate social responsibility into our corporate DNA. Our objective is to achieve sustainable business growth while delivering equitable returns to shareholders, fostering a thriving work environment for employees, and fulfilling our social responsibilities to create a mutually beneficial ecosystem.

Finally, we extend our sincere appreciation to our shareholders for your enduring support and trust in INFO-TEK. We remain dedicated to our core business, upholding stringent quality standards, and delivering high-value EMS manufacturing services to drive the company's stable growth.

Wishing all our shareholders continued prosperity, good health, and success!

Chairman: Chiao Yu-Heng
General Manager: Liu Chen-Yu
Accounting Chief: Huang Po-Chang

II. Corporate Governance Report

2.1 Directors and ManagementTeam ..

(1) Information of directors
A. Directors

April 20, 2025

Title	Nationality or Place of Registration	Name	Gender, Age	Date Elected	Duration (year)	Date First Elected	Shareholding When Elected		Current Shareholding		Current Shareholding of Spouse & Minor		Shareholding by Nominee Arrangement		Main Experience/Educational Background	Current Positions at The Company and Other Companies	Others with a relationship of spouse or second degree relative			Note
							Share involvement	Shareholding Ratio	Share involvement	Shareholding Ratio	Share involvement	Shareholding Ratio	Share involvement	Shareholding Ratio			Title	Name	Relationship	
Chairman	ROC	YuHeng Chiao	Male 61~70	2024.6.4	3	2010.9.15	169,000	0.14%	398,000	0.33%	0	0%	0	0%	Golden Gate University MBA Walsin Lihwa Corporation- Vice Chairman	INFO-TEK Corporation - Chairman Global Brands Manufacture LTD - Chairman and CEO Walsin Technology Corporation-Chairman Walton Advanced Engineering, Inc. - Chairman and CEO Prosperity Dielectrics Co., LTD - Chairman HannStar Board Corporation - Chairman and CEO Walsin Lihwa Corporation-Director Career Technology (MFG.) Co., Ltd. – Vice Chairman INPAQ Technology CO., LTD. - Director Silitech Technology Corporation -Chairman	None	None	None	Note 1
Director	ROC	MouMing Ma	Male 61~70	2024.6.4	3	2024.6.4	0	0%	0	0%	0	0%	0	0%	National Taiwan University of Science and Technology- Electronics Department GIGA-BYTE TECHNOLOGY CO.,LTD.- Senior Vice President	GIGA-BYTE TECHNOLOGY CO.,LTD. - Senior Vice President Giga Computing Technology Co., Ltd.- Director Giga Investment CO.,LTD - Director Lianjia International Investment Co., Ltd.- Director MyelinTek Inc.- Director	None	None	None	
Director	ROC	Global Brands Manufacture LTD	-	2024.6.4	3	2010.9.15	33,270,949	27.44%	33,270,949	27.44%	0	0%	0	0%	-	-	None	None	None	
		Representative : Yuh Sheng Chiou	Male 61~70	2024.6.4	3	2021.7.5	0	0%	0	0%	0	0%	0	0%	Tatung University (Department of Business Administration) Walsin Technology Corporation - General Manager of Resource Recovery Business Unit at PSA Group.	GLOBAL BRANDS MANUFACTURE LTD.- Director Hanyu Caiyi (Shanghai) Electronic Plastic Co., Ltd. - Chairman and Director Suzhou Huake Caiyi Trading Co., Ltd.- Chairman and Director	None	None	None	
Independent Director	ROC	PiLan Chang	Female 61~70	2024.6.4	3	2015.6.10	0	0%	0	0%	0	0%	0	0%	Fu Jen Catholic University (Department of Business Administration) Chaintech Technology Corporation- Vice Chairman Bo Shen Investments Co., Ltd. - Chairman	GLOBALSAT WORLDCOM CORPORATION - Independent Director Walsin Technology CORPORATION - Compensation Committee G-HOME TECHNOLOGIES, INC.- Director	None	None	None	

Independent Director	ROC	LanHsin Chang	Female 41-50	2024.6.4	3	2024.6.4	0	0%	0	0%	0	0%	0	0%	Waseda Business School Financial Accounting and Management Accounting Department TAIWAN FARM INDUSTRY CO., LTD.- Vice Chairman ROU TIMES CO., LTD.- Chairman Xuyu Biotech Co., Ltd- Chairman Xin En Corporation - Chairman	TAIWAN FARM INDUSTRY CO., LTD.- Vice Chairman ROU TIMES CO., LTD.- Chairman Xin En Corporation- Chairman Longchen Paper & Packaging Co., Ltd.- Independent Director	None	None	None	
Independent Director	ROC	WenYuan Chu	Male 61~70	2024.6.4	3	2021.7.5	0	0%	0	0%	0	0%	0	0%	University of Oregon (Business Administration) - Master degree Walsin Technology Corporation - Global Procurement Manager	Joyin Co., Ltd - Independent Director	None	None	None	

Note 1: Independent directors of the company who are authorized by the board to participate in the company's operations on a regular basis may receive remuneration. The amount of compensation is determined by the Compensation committee based on the level of participation and contribution to the company's operations by the director, taking into account industry standards both domestically and internationally. The compensation is subject to approval by the board of directors.

B. Major shareholders of the institutional shareholders

Name of Institutional Shareholders	Major Shareholders
Global Brands Manufacture LTD	Hannstar board Corporation (40.65%) Taipei Fubon Commercial Bank, as custodian for the Fubon Taiwan Technology Dividend ETF, special account (3.48%) Yu-Heng, Chiao (1.18%) J.P. Morgan Chase Custodian Account – J.P. Morgan Securities Ltd.(1.01%) Allianz Global Investors Taiwan Fund Special Account(0.80%) Min-Hui Liao (0.80%) UPAMC Optima Fund Special Account(0.72%) HSBC Bank (Taiwan) Limited – Custodian for Ensign Peak Advisors Investment Account(0.71%) HSBC Custody for Mitsubishi UFJ Morgan Stanley Securities Trading Account (0.69%) HSBC Bank Custodian Account for Société Générale European Options Investment Account(0.65%)

C. Major shareholders of the Company's major institutional shareholders

Name of Institutional Shareholders	Major Shareholders
HannStar Board Corporation	Walsin technology Corporation.(20.32%) Walsin Lihwa Corporation (12.06%) Career Technology (Mfg.) Co., Ltd(5.44%) Chin-Xin Investment Co. Ltd (3.55%) Yu-Heng, Chiao (2.19%) Xing Xing Investment Co., Ltd.(2.15%) Pai-Yung, Hong (1.91%) Prosperity Dielectrics Co., Ltd.(1.07%) Tsai Yi Corporation (0.96%) YuYue Co., Ltd.(0.89%)

D. Disclosure of the professional qualifications of directors and the independence of independent directors

Name	Criteria	Professional qualifications and experience	Independence situation	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
YuHeng Chiao		<p>(1) Director YuHeng Chiao joined INFO-TEK Corporation in 2010 and has served as a director and CEO. He took over as chairman in 2007 and has held the position to date. Current Chairman of Walsin Technology Corporation, HannStar Board International Holdings Ltd., Global Brand Manufacturing Ltd, Walton Advanced Engineering, Inc ,Prosperity Dielectrics Co., LTD, and Silitech Technology Corporation, Career Technology (MFG.) Co., Ltd.The director possesses the professional expertise and experience necessary for business management and the development of the company's operations.</p> <p>(2) There are no circumstances falling under any subparagraph of Article 30 of the Company Act.</p>	There is no spouse or relative within the second degree of kinship with any other director of the company.	None
MouMing Ma		<p>(1)Director MouMing Ma's current position: Senior Vice President of GIGA-BYTE TECHNOLOGYCO.,LTD and Director of Giga Computing Technology Co., Ltd., Giga Investment CO.,LTD, Lianjia International Investment Co., Ltd., MyelinTek Inc. Main education background is National Taiwan University of Science and Technology-Electronics Department.Have extensive industry experience, as well as professional expertise in strategic planning, organizational management, and corporate governance.</p> <p>(2)There are no circumstances falling under any subparagraph of Article 30 of the Company Act.</p>	There is no spouse or relative within the second degree of kinship with any other director of the company.	None
Global Brands Manufacture LTD Representative: Yuh Sheng Chiou		<p>(1) Director Yuh Sheng Chiou's current position: Director of Global Brands Manufacture LTD. Current position in other companies are: Chairman and Director of Hanyu CaiYi (Shanghai) Electronic Plastic Co., Ltd., as well as Chairman and legal representative director of Suzhou Huake CaiYi Trading Co., Ltd. Been dedicated to the electronics industry, with expertise in corporate strategy, business operation framework planning, and the implementation of corporate organizational restructuring and transformation promotion.</p> <p>(2) There are no circumstances falling under any subparagraph of Article 30 of the Company Act.</p>	There is no spouse or relative within the second degree of kinship with any other director of the company.	None

PiLan Chang	<p>(1) Director PiLan Chang is the member of our audit committee, her current position in other companies are: GLOBALSAT WORLD COMCORPORATION - Independent Director, Walsin Technology Coporation - Compensation Committee, G-HOME TECHNOLOGIES, INC.- Director. Having years of practical experience in financial and business operations, and providing supervision and professional opinions to the board of directors to assist the company in becoming more diverse and innovative in its thinking.</p> <p>(2) There are no circumstances falling under any subparagraph of Article 30 of the Company Act.</p>		1
LanHsin Chang	<p>(1) Director LanHsin Chang is the member of our audit committee, her current position in other companies are: Vice Chairman of TAIWAN FARM INDUSTRY CO., LTD., Chairman of ROU TIMES CO., LTD., Xin En Corporation, and Independent Director of Longchen Paper & Packaging Co., Ltd. With many years of practical experience in financial management, assisting the company with more diverse and innovative thinking, while providing supervision and professional advice to the board of directors</p> <p>(2) There are no circumstances falling under any subparagraph of Article 30 of the Company Act.</p>	The independent director of our company had no circumstances falling under Article 3, Paragraph 1, Sub paragraphs 1 to 8 of the "Regulations Governing the Appointment of Independent Directors and Compliance Matters for Public Companies" during the two years prior to the appointment and the term of office.	1
WenYuan Chu	<p>(1) Director WenYuan Chu serves as a member of the Audit Committee. He holds a Master's degree in Business Administration (Finance) from the University of Oregon, USA. He has held various positions including Global Procurement Manager at Walsin Technology Corporation, and Independent Director of Joyin Co., Ltd - With expertise in financial management, corporate procurement, and asset management, as well as extensive experience in rigorous risk management and practical business operations, he provides professional insights for the overall development and strategic positioning of the group.</p> <p>(2) There are no circumstances falling under any subparagraph of Article 30 of the Company Act.</p>		1

E Diversity and independence of the board:

(a) Diversity of the board:

The nomination and selection of members of the board of directors of our company are carried out in accordance with the provisions of the company's articles of association, adopting a candidate nomination system and in line with the company's operational model and development plans.

Diversity goals for members of the board of directors:

- A. Basic criteria: nationality, gender, age, etc.
- B. More than half of the directors on the board should not concurrently serve as employees or managers, in order to achieve the goal of supervision.
- C. Board members should possess diverse expertise related to the industry, management, accounting, and finance, including core competencies such as leadership decision-making, operational judgment, business management, financial analysis, crisis management, production and sales, industry expertise, and international market knowledge.

The board of directors consists of six members, including two female director. The current list of directors consists of individuals with expertise in leadership, operational judgment, business management, crisis management, industry knowledge, and a global perspective, namely YuHeng Chiao, MouMing Ma. There are also specialists in the field of finance and accounting, including WenYuan Chu, PiLan Chang and LanHsin Chang. Additionally, Yuh Sheng Chiou excels in industry analysis and corporate management.

Name	Nationality	Gender, Age	Concurrently serving as an employee in our company	Age		Duration of service as an independent director			Main Business							
				41~50 years old	61~70 years old	Below 3 years	3 to 9 years	Above 9 years	Leadership decision-making	Operational judgment	Business management	Finance and accounting	Crisis management	Production and sales	Industry expertise	International market
YuHeng Chiao	ROC	Male			✓				✓	✓	✓	✓	✓	✓	✓	✓
MouMing Ma	ROC	Male			✓				✓	✓	✓	✓	✓	✓	✓	✓
Yuh Sheng Chiou	ROC	Male			✓				✓	✓	✓	✓	✓		✓	✓
PiLan Chang	ROC	Female			✓			✓	✓	✓	✓	✓	✓		✓	✓
LanHsin Chang	ROC	Female		✓		✓			✓	✓	✓	✓	✓		✓	✓
WenYuan Chu	ROC	Male			✓		✓		✓	✓	✓		✓		✓	✓

(b) Independence of the board: :

The current Board of Directors of the Company consists of six members, including three independent directors, accounting for 50% of the board. Among the independent directors, one has served for over 9 years, one has served between 3 to 9 years, and one has served for less than 3 years. There are no circumstances among the directors as specified in Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act, and none of the directors are spouses or relatives within the second degree of kinship relationship among the directors.

(2) Information of general managers, vice general managers, each department and branch managers'.

April 20, 2025

Title	Nationality	Name	Gender	Date Elected	Current Shareholding		Current Shareholding of Spouse & Minor		Shareholding by Nominee Arrangement		Main Experience/Educational Background	Current Positions at The Company and Other Companies	Others with a relationship of spouse or second degree relative			Note
					Share involvement	Ratio	Share involvement	Ratio	Share involvement	Ratio			Title	Name	Relationship	
General Manager	ROC	ChenYu Liu	Male	2010.11.2	100,000	0.08%	10,000	0%	0	0%	Tamkang University (Department of PublicAdministration) Hanyu Broad Co., Ltd - Head ofDepartment Global Brands Manufacture LTD - Assistant Director	SUN RISE CORP. - Director INFO-TEK HOLDING CO.,LTD. - Director INFO-TEK Electronics (Suzhou) CO.,LTD.- Chairman and General Manager	None	None	None	
General Manager of Operation	ROC	YuChen Hsu	Female	2010.11.2	1,230,790	1.02%	0	0%	0	0%	Swiss Hotel Management School (César Ritz Colleges Switzerland) - MBA degree Silitech (Bermuda) Holding Ltd. - Special Assistant of Chairman, Sale manager Weber-Stephen Products Limited - Director	Silitech (Bermuda) Holding Ltd.- General Manager Silitech Technology Corp. Sdn. Bhd. - Director Representative Silitech Technology Corp. Ltd. - Director Representative Xurong Electronics (Shenzhen) Co., Ltd. - Director Representative	None	None	None	
Manager of Financial Accounting and Corporate Governance	ROC	PoChang Huang	Male	2019.10.3	27,000	0.02%	0	0%	0	0%	Feng Chia University (Department of Accounting) China Cinda Accounting Firm - Audit Staff Walsin Technology Corporation -Accountant	SUN RISE CORP. - Director INFO-TEK HOLDING CO.,LTD. - Director INFO-TEK Electronics (Suzhou) CO.,LTD.- Supervisor	None	None	None	

2.2 Remunerations paid to Directors, President and Vice Presidents in the most recent year

A. Remuneration paid to Directors and Independent Directors

Unit: NT\$ thousands; thousand shares

Title	Name	Directors Remuneration								Total Remuneration (A+B+C+D) and percentage of net income (%)		Relevant Remuneration Received by Directors Who are Also Employees								Total Remuneration and percentage of net income (%) (A+B+C+D+E+F+G) and percentage of net income (%)		Compensation from investments other than subsidiaries or the parent company
		Base Compensation (A)		Severance Pay (B)		Directors Compensation (C) (Note 1)		Allowances (D)				Salary, Bonuses, and Allowances (E)		Severance Pay (F)		Employee Compensation (G) (Note 2)						
		The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company statements	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company		Companies in the consolidated financial statements		The company	Companies in the consolidated financial statements	
																Cash	Stock	Cash	Stock			
Chairman	Chiao Yu-Heng	9,080	9,080	0	0	3,760	3,760	115	115	12,955 3.29%	12,955 3.29%	0	0	0	0	0	0	0	0	12,955 3.29%	12,955 3.29%	None
Director	Liu Ming-Hsiung																					
Director	Ma Mou-Ming																					
Director	Peng Peng-Huang																					
Director	Global Brands Manufacture LTD Representative: Chiou Yuh-Sheng																					
Independent Director	Chen Hui-Choa	0	0	0	1,959	1,959	105	105	2.064 0.52%	2.064 0.52%	0	0	0	0	0	0	0	2,064 0.52%	2,064 0.52%	0	None	
Independent Director	Chang Lan-Hsin																					
Independent Director	Chang Pi-Lan																					
Independent Director	Chu Wen-Yuan																					

1. Director Liu Ming-Hsiung and Independent Director Chen Hui-Choa ceased to serve as directors following the re-election at the 2024 Annual General Shareholders' Meeting.
2. Director Peng Peng-Huang tendered his resignation from the Board on April 11, 2025.

Salary Range Table

Range of remuneration pay to each director of the company	Name of Directors			
	Total Remuneration (A+B+C+D)		Total Remuneration (A+B+C+D+E+F+G)	
	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements
Below NT\$ 1,000,000	0	0	0	0
NT\$ 1,000,000 (inclusive) ~ NT\$ 2,000,000(exclusive)	MingHsiung Liu, Ma Mou-Ming ,PengHuang Peng,Global Brands Manufacture LTD Representative:Yuh Sheng Chiou,PiLan Chang, Chang Lan-Hsin,WenYuan Chu, HuiChoa Chen	MingHsiung Liu, Ma Mou-Ming ,PengHuang Peng,Global Brands Manufacture LTD Representative:Yuh Sheng Chiou,PiLan Chang, Chang Lan-Hsin,WenYuan Chu, HuiChoa Chen	MingHsiung Liu, Ma Mou-Ming ,PengHuang Peng,Global Brands Manufacture LTD Representative:Yuh Sheng Chiou,PiLan Chang, Chang Lan-Hsin,WenYuan Chu, HuiChoa Chen	MingHsiung Liu, Ma Mou-Ming ,PengHuang Peng,Global Brands Manufacture LTD Representative:Yuh Sheng Chiou,PiLan Chang, Chang Lan-Hsin,WenYuan Chu, HuiChoa Chen
NT\$ 2,000,000 (inclusive) ~ NT\$ 3,500,000(exclusive)	0	0	0	0
NT\$ 3,500,000 (inclusive) ~ NT\$ 5,000,000(exclusive)	0	0	0	0
NT\$ 5,000,000 (inclusive) ~ NT\$ 10,000,000(exclusive)	0	0	0	0
NT\$ 10,000,000 (inclusive) ~ NT\$ 15,000,000(exclusive)	0	0	0	0
NT\$ 15,000,000 (inclusive) ~ NT\$ 30,000,000(exclusive)	YuHeng Chiao	YuHeng Chiao	YuHeng Chiao	YuHeng Chiao
NT\$ 30,000,000 (inclusive) ~ NT\$ 50,000,000(exclusive)	0	0	0	0
NT\$ 50,000,000 (inclusive) ~ NT\$ 100,000,000(exclusive)	0	0	0	0
Above NT\$ 100,000,000	0	0	0	0
Total	9	9	9	9

- Note 1: This refers to the director remuneration amount proposed and approved by the board of directors before the 2025 annual shareholders' meeting for the proposed profit distribution plan.
Note 2: Director Liu Ming-Hsiung and Independent Director Chen Hui-Choa ceased to serve as directors following the re-election at the 2024 Annual General Shareholders' Meeting.
Note 3: Director Peng Peng-Huang tendered his resignation from the Board on April 11, 2025.

B. Remuneration paid to General Managers, and Vice General Managers

Unit: NT\$ thousands; thousand shares

Title	Name	Salary (A)		Severance Pay (B) (Note 1)		Bonuses and Allowances (C)		Employee Compensation (D)				Total Remuneration (A+B+C+D) and percentage of net income (%)		Compensation from investments other than subsidiaries or the parent company
		The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company		Companies in the consolidated financial statements		The company	Companies in the consolidated financial statements	
								Cash	Stock	Cash	Stock			
General Manager	ChenYu Liu	3,241	3,885	222	222	7,200	7,200	5,250	0	5,250	0	15,913 4.04%	16,556 4.21%	None
General Manager Of Operation	YuChen Hsu													

Salary Range Table

Range of remuneration pay to each General Manager of the company	Name of General Managers, and Vice General Managers	
	The company	Companies in the consolidated financial statements E
Below NT\$ 1,000,000	0	0
NT\$ 1,000,000 (inclusive) ~ NT\$ 2,000,000(exclusive)	0	0
NT\$ 2,000,000 (inclusive) ~ NT\$ 3,500,000(exclusive)	0	0
NT\$ 3,500,000 (inclusive) ~ NT\$ 5,000,000(exclusive)	0	0
NT\$ 5,000,000 (inclusive) ~ NT\$ 10,000,000(exclusive)	YuChen Hsu	YuChen Hsu
NT\$ 10,000,000 (inclusive) ~ NT\$ 15,000,000(exclusive)	ChenYu Liu	ChenYu Liu
NT\$ 15,000,000 (inclusive) ~ NT\$ 30,000,000(exclusive)	0	0
NT\$ 30,000,000 (inclusive) ~ NT\$ 50,000,000(exclusive)	0	0
NT\$ 50,000,000 (inclusive) ~ NT\$ 100,000,000(exclusive)	0	0
Above NT\$ 100,000,000	0	0
Total	2	2

Note 1: The Severance Pay shown in the table for the General Managers, and Vice General Managers of the Company are all set-aside amounts, and the actual amount paid is zero.

Note 2: The figures listed represent all bonuses, incentives, transportation and lodging expenses, special allowances, housing, vehicle provisions, and other forms of compensation received by the General Managers, and Vice General Managers during the most recent fiscal year.

Note 3: This refers to the employees’ remuneration amount proposed and approved by the board of directors before the 2025 annual shareholders' meeting for the proposed profit distribution plan.

C. Names of managerial officers allocated with remuneration to employees and facts of allocation

2024Fiscal Year/Unit: NT\$ thousands

	Title	Name	Stock Amount (Note 1)	Cash Amount (Note 1)	Total	Ratio of the Aggregate Amount to the Net Income After Tax (%)
Managerial officers	General Manager	ChenYu Liu	0	6,150	6,150	1.56%
	General Manager Of Operation	YuChen Hsu				
	Manager	PoChang Huang				

Note 1: This refers to the manager's remuneration amount proposed and approved by the board of directors before the 2025 annual shareholders' meeting for the proposed profit distribution plan.

D. Comparison of Remuneration for Directors, Supervisors, President and Vice Presidents in the Most Recent Two Fiscal Years and Remuneration Policy for Directors, Supervisors, President and Vice Presidents.

- (a) The ratio of total remuneration paid by the Company and by all companies included in the consolidated financial statements for the two most recent fiscal years to directors, supervisors, president and vice presidents of the Company, to the net income.

Project Title	Ratio of the Net Income After Tax (%)			
	2023(Note 1)		2024 (Note 2)	
	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements
Director	5.77%	5.77%	3.81%	3.81
General Managers, and Vice General Managers	8.60%	8.72%	4.04%	4.21

Note 1: Calculated based on the net income of NT\$543,159 thousand in the individual (consolidated) financial statements for the 2023 fiscal year.

Note 2: Calculated based on the net income of NT\$393,545 thousand in the individual (consolidated) financial statements for the 2024 fiscal year.

- (b) In compliance with the amendment of the Company Law, the Company revised its articles of incorporation, and on June 6, 2016, the shareholders' meeting approved the addition of Article 22-1, which outlines the policy, criteria, and composition of remuneration, as well as the procedure for determining remuneration and its correlation with business performance and future risks: "If the Company is profitable at the end of the year, the company shall allocate 2% to 10% of its annual profits (i.e. profits before distributing to employees and paying remuneration to directors) as employee compensation, and shall also allocate no more than 2% as remuneration for director supervisors." But if the Company still has accumulated losses, a reserve amount for offsetting such losses shall be retained in advance.

On January 18, 2016, the Company's Compensation Committee reviewed and approved the "Remuneration Policy for Directors " and the "Performance Evaluation and Management Measures for Executive Compensation" during the same day's Board of Directors meeting. The "Director and Supervisor Remuneration Guidelines" stipulate that director remuneration includes compensation, retirement pensions, director bonuses, and business execution expenses. The "Manager Remuneration and Performance Evaluation Management Guidelines" stipulate that manager remuneration includes salary, bonuses, employee remuneration for profit distribution, employee stock options, and retirement pensions. The standards for payment, the procedures for determining remuneration, and the relationship between business performance and future risks are implemented based on the content of these guidelines. Regarding the distribution of employee and director remuneration for annual profit sharing, the distribution ratio follows the company's articles of incorporation, and the actual amount of distribution should be reviewed by the Compensation committee, approved by the board of directors, and reported to the shareholders' meeting.

2.3 Implementation of Corporate Governance

- (1) Informational of Board of Directors Operations

The board of directors met for 7 times in year 2024. Directors attending the meetings are as follows:

Title	Name	Attendance in Person	By Proxy	Attendance Rate (%)	Note
Chairman	YuHeng Chiao	7	0	100%	
Director	MingHsiung Liu	0	4	0%	Dismissed on 2024/06/04
Director	MouMing Ma	2	1	67%	Appointed on 2024/6/4
Director	PengHuang Peng	7	0	100%	Resigned on 2025/4/11
Director	Global Brands Manufacture LTD Representative: Yuh Sheng Chiou	7	0	100%	
Independent Director	PiLan Chang	7	0	100%	
Independent Director	HuiChoa Chen	4	0	100%	Dismissed on 2024/06/04
Independent Director	LanHsin Chang	3	0	100%	Appointed on 2024/6/4
Independent Director	WenYuan Chu	7	0	100%	

Attendance of independent directors at each board meeting: In 2024, the company held 7 board meetings, and all three independent directors attended each meeting in person.

Other mentionable items:

- If any of the following circumstances occur, the dates of the meetings, sessions, contents of motion, all independent directors' opinions and the company's response should be specified:
 - Matters referred to in Article 14-3 of the Securities and Exchange Act: This company has established an audit committee and is not subject to the provisions of Article 14-3 of the Securities and Exchange Act. Please refer to the operating status of the audit committee in this annual report for related information.
 - Other matters involving objections or expressed reservations by independent directors that were recorded or stated in writing that require a resolution by the board of directors: Not applicable.
- If there are directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and voting should be specified:

Item	Date	Name of Director	Content of Proposal	Reason for Avoidance	Involve in Voting
1	12th term, 16 th Meeting 2024.1.30	YuHeng Chiao	Our company intends to make charitable donations.	Personal interests and relationships	Avoid participating in the discussion and voting in accordance with the law
			Proposal for the Distribution of Bonuses to the Chairman and Managerial Officers for Fiscal Year 2023		
2	12th term, 18 th Meeting 2024.3.27	YuHeng Chiao	Proposal for the Distribution of Employee Compensation and Second-Half Bonuses to Individual Managerial Officers for Fiscal Year 2023	Personal interests and relationships	Avoid participating in the discussion and voting in accordance with the law

3. The self-evaluation (or peer evaluation) cycle and period, scope, method, and content of the Board:

Evaluation Cycle	Evaluation Period	Scope	Method	Content
Once every year	2024.1.1 to 2024.12.31	Board of Directors	Internal self evaluation	1. Participation in company operations 2. Improving the quality of board decisions 3. Composition and structure of the board of directors 4. Selection and continuing education of directors 5. Internal control

		Functional Committees (including the Remuneration committee and the audit committee)	Self-evaluation of the functional committees	1. Participation in company operations 2. Improving the quality of board decisions 3. Composition and structure of the board of directors 4. Selection and continuing education of directors 5. Internal control
		Individual Directors	Individual Directors Self-evaluation	1. Understanding of the company's goals and missions. 2. Awareness of director responsibilities. 3. Participation in company operations 4. Internal relationship management and communication 5. Selection and continuing education of directors 6. Internal control
At least once every three years	2021.10.1 To 2022.9.30	Board of Directors and other functional committees	External Institutional Assessment Taiwan Investor Relations Institute	1. The five dimensions of the board of directors' evaluation include composition and professional development 2. Decision-making quality 3. Operational efficiency 4. Internal control and risk management 5. Participation in corporate social responsibility

4. Evaluation of achievement of the goal of strengthening functions of the board of directors (e.g. establishing an audit committee, enhancing transparency of information, etc.) during the current year and the latest years:

4.1 Establishment of Audit Committee: In compliance with the regulations of the Securities and Exchange Act, our company established an Audit Committee on July 5th, 2021 to replace the role of the Supervisor. The Audit Committee is comprised of all independent directors of the company, and the selection of independent directors is carried out through a candidate nomination system in accordance with Article 192-1 of the Company Act and the Company's Articles of Association.

4.2 Establishing corporate governance regulations: In addition to defining the powers and duties of the Board of Directors in the company's articles of incorporation, the company has also established various regulations, including the "Board of Directors Meeting Code of Conduct," "Code of Ethics for Directors, Supervisors, and Managers," "Practical Guidelines for Corporate Governance," "Code of Conduct and Procedures for Conducting Business with Integrity," "Management Guidelines for the Operations of the Compensation Committee," "Standard Operating Procedures for Handling Director Requests," "Board of Directors Performance Evaluation Measures," "Employee Code of Conduct," and "Sustainability Guidelines," to strengthen the operation of the Board of Directors and corporate governance.

4.3 Board Performance Evaluation: In order to implement corporate governance and enhance the functionality of our Board of Directors, we have established performance targets to strengthen the efficiency of the Board. Accordingly, we have formulated the Board Performance Evaluation Guidelines in accordance with the Corporate Governance Best-Practice Principles for listed and OTC companies.

These guidelines are applicable to all members of the Board, functional committees, and individual directors. The Company's Board Performance Evaluation Guidelines were established on January 20, 2020, and were most recently revised and approved by the Board on October 31, 2022, and implemented during that fiscal year. Board of Directors and Functional Committees The internal self-evaluation method for committees involves each committee providing a questionnaire for the board members to complete during the month of December.

In addition, the committee should provide the completed attachments and relevant information on performance evaluation to the board for reference.

A. External Evaluation Section:

In early 2022, our company appointed the Taiwan Investor Relations Association, an independent organization with no business relations with us, to evaluate the effectiveness of our board of directors. The evaluation was conducted through a questionnaire and online interviews, focusing on five dimensions: composition and professional development of the board, quality of decision-making, operational efficiency, internal control and risk management, and participation in corporate social responsibility. By seeking the scrutiny of a professional organization, we obtained objective evaluation results and recommendations through the guidance and communication of the evaluation committee. On January 16, 2023, we reported the evaluation results to the board of directors and disclosed the contents on our company website.

Recommendations from external independent professional organization evaluation		Remedial actions
Establishment of a "Sustainability Development Committee"	Establish a "Sustainability Development Committee" to enhance the supervisory function of the board and strengthen the management function.	The company will set up the committee according to the schedule planned under the "Corporate Sustainability Best Practice Principles for Listed and Over-the-Counter Companies" and abide by the principles to deepen the management function.
Develop a Sustainability Report	The company should fully disclose relevant and reliable sustainability-related information and prepare a "Sustainability Report" annually.	The company will prepare the sustainability report in accordance with the "Regulations for the Preparation and Filing of Sustainability Reports for Over-the-Counter Listed Companies" and upload it by August 31, 2025. The report will establish relevant environmental, social, and governance (ESG) risk assessments based on the GRI standards and set performance indicators to manage material topics.
Establish risk management policies and procedures is essential to strengthen corporate governance and enhance the effectiveness of risk management within the company.	The company will establish risk management policies and procedures based on the group's risk management policy to ensure stable operations, balance profit and risk, and protect the interests of shareholders.	The company adheres to the group's risk management policy, ensuring stable operations and safety as a prerequisite, while pursuing a balanced development between profitability and risk, and safeguarding the interests of shareholders, creditors, and employees. Subsequently, relevant measures will be formulated based on practical needs.
Establish an intellectual property management system to meet the requirements and expectations of regulatory authorities	Develop a management plan for intellectual property that is aligned with its operational objectives.	The company adheres to the regulations related to intellectual property management, such as patent law, trademark law, copyright law, and trade secret law, to meet the requirements of the competent authority. Subsequently, relevant measures will be developed based on practical needs.
Addition of an Independent Director	As the Chairman also serves as the CEO, the company will add an independent director position in the future to comply with legal requirements.	Based on the Corporate Governance 3.0 - Sustainable Development Blueprint Policy, and in accordance with the "Guidelines for the Establishment and Exercise of Powers of the Board of Directors of Over-the-Counter Companies," our company's chairman stepped down from the position of CEO and no longer holds the dual role as of October 31, 2023.
Regular internal Performance evaluations will be conducted for functional committees.	The functional committees should undergo internal performance evaluations on a regular basis, and the execution status and evaluation results should be disclosed on the company website or annual report to enhance the operation of the functional committees. The company has already conducted internal performance evaluations for the Remuneration and Audit Committees in December of 2022, and the execution status and evaluation results have been disclosed on the company website.	The company has already conducted internal performance evaluations for the Remuneration and Audit Committees in December of 2022 to 2024, and the execution status and evaluation results have been disclosed on the company website.

B. Regarding the internal evaluation in 2024, the performance evaluation results of our Board of Directors for the year 2024 are as follows:

1. The overall average score of the board of directors' self-evaluation for the Year 2024 was 96.1 points.
2. The overall average score of the board members' self-evaluation was 96.3 points.

In December 2024, our company conducted an annual internal board performance evaluation based on the evaluation indicators and procedures of the Board of Directors Performance Evaluation Method. The evaluation covered the overall board, individual directors, and functional committees. After collecting the questionnaires, the data was collated and scored, and improvement suggestions for the year 2024 were proposed. The improvement suggestions have been made on the level of participation of directors in the company's operations, and the report was consolidated with the tracking status of suggestions from the external evaluation agency. The report was presented to the Compensation Committee, Audit Committee, and Board of Directors on January 16, 2025 and its detailed contents were disclosed on our company's website.

- 4.4 Enhancing the transparency of company information: The company website and the Market Observation Post System are voluntarily disclosing the relevant laws and regulations that the company complies with, as well as significant decisions made by the board of directors to facilitate shareholders' understanding of the company's dynamics and enhance the transparency of company information.

- 4.5 Implement functional committee performance evaluation: The members of functional committees of our company refer to the latest version of "Board of Directors Performance Evaluation Measures" promulgated by the competent authority and conduct self-evaluation based on the evaluation indicators in December each year, in order to measure the performance of leading the company's strategic direction and supervising the operation and management of the company, and to enhance the long-term value for shareholders.
- 4.6 To enhance the corporate governance abilities of our directors, our company regularly arranges courses in compliance with the "Guidelines for Continuing Education of Directors and Supervisors of Listed and OTC Companies" for their further education.
5. Succession planning for board members and key management personnel: Based on the company's development direction and goals, the company includes integrity and alignment with company values as essential qualities in addition to professional competence when planning for succession.
- 5.1 Succession planning for board members
Our company currently has a board of directors consisting of six members (including three independent directors), all of whom possess the necessary abilities in business, finance, accounting, or company operations. The composition and background of the board members will remain the same in the future. Regarding the board succession plan, we maintain regular communication with existing corporate shareholders to discuss the selection of successor candidates. As for independent directors, they are required by law to have working experience in business, law, finance, accounting, or company operations. Therefore, they will be selected by professionals from the academic and industrial sectors in Taiwan.
- 5.2 Succession Plan for Management Level:
The company regularly reviews and screens potential candidates for each level to establish a talent pool and implement a talent development plan that includes professional and managerial capabilities, personal development plans, and job rotation programs. The following measures are implemented:
- 5.2.1. Develop decision-making skills through practical work reports, participation in important meetings such as goal setting and management, and regular performance evaluations by senior executives to provide guidance and feedback on individual development.
- 5.2.2. Develop diverse work abilities and perspectives through cross-functional or cross-departmental (plant) job rotations, project task planning and execution, job sharing, job proxy, or investment relocation assignments, and provide practical experience.
- 5.2.3. Participate in relevant internal and external training programs based on individual development needs, to cultivate decision-making and judgment abilities.
- 5.2.4. Establish complete training records and regularly review the talent development plan to adjust to the needs of the organization's operations.
- 5.2.5. Encourage mid-to-high level talents to exercise creativity, self-directed learning, propose further studies, internships, or alternative learning opportunities. The company provides resource support or job design adjustments to facilitate a more diverse and resilient overall human resources.

(2) Audit Committee Operations:

A. The Audit Committee primarily deliberates on:

- (a) Developing or revising internal control systems in accordance with Article 14-1 of the Securities and Exchange Act.
- (b) Evaluating the effectiveness of internal control systems.
- (c) Handling procedures for significant financial business transactions related to asset acquisition or disposal, derivative transactions, lending funds to others, endorsing or guaranteeing for others, in accordance with Article 36-1 of the Securities and Exchange Act.
- (d) Matters involving directors' own interests.
- (e) Significant asset or derivative transactions.
- (f) Significant lending, endorsing, or guaranteeing of funds.
- (g) The issuance, offering, or private placement of equity securities.
- (h) Appointment, dismissal, or compensation of signing accountants.
- (i) Appointment and dismissal of financial, accounting, or internal audit executives.
- (j) Financial reports signed or stamped by the Chairman, managerial personnel, or accounting executives.
- (k) Other significant matters as required by the company or regulatory authorities.

B. Annual Focus of the Audit Committee

- (a) Reviewing the annual report, financial statements, and dividend distribution proposal: The Audit Committee has reviewed the annual report, financial statements, and dividend distribution proposal, and a audit report has been issued by the convener of the Audit Committee for record

keeping.

(b) Deliberating on significant asset transactions, major fund loans, and endorsement and guarantee matters.

(c) Evaluating the effectiveness of internal control systems.

(d) Appointment of the signing accountant (independent evaluation of accountant independence):

In accordance with Article 29 of the "Corporate Governance Best Practice Principles for Listed and OTC Companies," regular evaluations of the independence of the signing accountant were conducted during the review of the Company's financial statements for 2023. After evaluation, both Mr. HsinChuan Hsieh and Mr. ShengHsiung Yao, certified public accountants at Ernst & Young, have met the independence standards and is qualified to serve as the signing accountant for the Company.

(e) Establishing and revising organizational regulations and related operating procedures.

C. The first term of the Audit Committee was from July 5th, 2021 to July 4th, 2024. The second term of the Audit Committee was from June 4th, 2024 to June 3th, 2027. The committee held a total of 8 meetings during the fiscal year 2024.

The attendance of each committee member during the fiscal year 2024 is as follows:

(X)th Term	Title	Name	Attendance in Person	By Proxy	Attendance Rate (%)	Note
1st Term	Convener	PiLan Chang	5	0	100%	
	member	HuiChoa Chen	5	0	100%	
	member	WenYuan Chu	5	0	100%	
2nd Term	Convener	WenYuan Chu	3	0	100%	
	member	PiLan Chang	3	0	100%	
	member	LanHsin Chang	3	0	100%	

Other mentionable items:

1. If any of the following circumstances occur, the dates of the meetings, sessions, contents of motion, all independent directors' opinions and the company's response should be specified:
(1) Matters listed under Article 14-5 of the Securities and Exchange Act:

Term of the Audit Committee Date(s) of the meeting(s)	Agenda items discussed and decisions made	Any objections, reservations or significant recommendations made by independent directors	Responded to the opinions of the Audit Committee
1 st term, 14 th Meeting 2024.1.16	Subject : Approval of engaging in charitable donations by the Company. Resolution : The proposal was approved after voting.	None	All attending directors agreed and passed.
1 st term, 15 th Meeting 2024.2.22	Subject: The Business Report and Financial Statements for the year 2023 of the company. Resolution : The proposal was approved after voting.	None	All attending directors agreed and passed.
	Subject: Amendment to the Company's Procedures for Acquisition or Disposal of Assets Resolution : The proposal was approved after voting.	None	All attending directors agreed and passed.
	Subject : Amendment to the Company's Audit Committee Charter Resolution : The proposal was approved after voting.	None	All attending directors agreed and passed.
	Subject : Approval of the Appointment, Compensation, and Independence Assessment of the Certified Public Accountants for the Audit of the Company's Financial Statements for Fiscal Year 2024 Resolution : The proposal was approved after voting.	None	All attending directors agreed and passed.
	Subject : Approval of the Company's Internal Control System Statement for Fiscal Year 2023 Resolution : The proposal was approved after voting.	None	All attending directors agreed and passed.
1 st term, 16 th Meeting 2024.3.27	Subject : Approval of the Company's Earnings Distribution Proposal for Fiscal Year 2023 Resolution : The proposal was approved after voting.	None	All attending directors agreed and passed.
1 st term, 18 th Meeting 2024.4.23	Subject : Approved the Consolidated Financial Statements for the first quarter of 2024 of the company. Resolution : The proposal was approved after voting.	None	All attending directors agreed and passed.
2 nd term, 2 nd Meeting 2024.07.31	Subject : Approved the Consolidated Financial Statements for the second quarter of 2024 of the company. Resolution : The proposal was approved after voting.	None	All attending directors agreed and passed.
	Subject : Amendment to the Company's 2024 Internal Control System – Shareholder Services	None	All attending directors agreed and passed.

	Operations. Resolution : The proposal was approved after voting.		
	Subject : Approval of the Provision of Non-Assurance Services by the Pre-Approved Certified Public Accountant, Their Firm, and Affiliated Entities to the Company and Its Subsidiaries. Resolution : The proposal was approved after voting.	None	All attending directors agreed and passed.
	Subject: Approval of Loan Extension from the Company's Investee Subsidiary to Its Sub-Subsidiary. Resolution: The proposal was approved after voting.	None	All attending directors agreed and passed.
2 nd term,3th Meeting 2024.10.29	Subject : Approved the Consolidated Financial Statements for the third quarter of 2024 of the company. Resolution : The proposal was approved after voting.	None	All attending directors agreed and passed.
	Subject : Proposal to Add a New Internal Control and Audit Procedure: 'Sustainability Information Management Control Operation. Resolution : The proposal was approved after voting.	None	All attending directors agreed and passed.
	Subject : Approved the Consolidated Financial Statements for the third quarter of 2024 of the company. Resolution : The proposal was approved after voting.	None	All attending directors agreed and passed.
	Subject : Proposal to Amend the Company's 'General Provisions of the Internal Control System' and the 'Internal Audit Implementation Rules. Resolution : The proposal was approved after voting.	None	All attending directors agreed and passed.
	Subject : The Company's 2025 Audit Plan. Resolution : The proposal was approved after voting.	None	All attending directors agreed and passed.
	Subject : Proposal for Internal Adjustment of the CPA. Resolution : The proposal was approved after voting.	None	All attending directors agreed and passed.

(2). Other items that have not been approved by the Audit Committee but have been approved by over two-thirds of the directors present at the meeting are as follows: N/A

2. If there are independent directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and voting should be specified: N/A
3. Communications between the independent directors, the Company's chief internal auditor and CPAs (e.g., the material items, methods and results of audits of corporate finance or operations, etc.):

(1) Communication Policy between Independent Directors and Internal Audit Head and Accountants

- A. The Audit Committee shall invite the external auditors to attend at least twice a year to report on the results of the financial statement review or audit of the Company and its subsidiaries, as well as the findings of internal control audits. The external auditors will provide a comprehensive update to the Audit Committee, including any significant adjustments or the impact of regulatory changes. This allows for effective communication and ensures that the Audit Committee is fully informed about the financial reporting and internal control status of the Company.
- B. The Audit Committee will convene communication meetings with the auditors as necessary to address specific matters or issues.
- C. The Internal Audit Manager and Independent Directors will present reports on the company's internal audit performance and internal control operations at regular quarterly meetings of the Audit Committee. In the event of

- significant anomalies, meetings may be convened at any time to address the matter.
- D. In addition to the regular meetings mentioned earlier, the convener of the Audit Committee will hold ad-hoc discussions with the Internal Audit Manager on the status of internal control operations on a quarterly basis.
- (2) Summary of Communications between Independent Directors/Internal Audit Manager and the Accountant:
- A. Summary of Communications between Independent Directors and Internal Audit Manager in 2024 Fiscal Year:

Date	Meeting	Focus of communication	Results of communication
2024.01.30	Audit Committee and Board of Directors	Audit Plan Execution Status Report	No comments and suggestions
2024.02.22	Audit Committee and Board of Directors	1.Audit Plan Execution Status Report 2.Draft of the internal control statement for the fiscal year 2023 of the company.	No comments and suggestions
2024.03.27	Audit Committee and Board of Directors	Audit Plan Execution Status Report	No comments and suggestions
2024.04.23	Audit Committee and Board of Directors	Audit Plan Execution Status Report	No comments and suggestions
2024.06.04	Audit Committee and Board of Directors	Provided a briefing to newly appointed independent directors on the company's internal audit mechanisms and internal procedures	No comments and suggestions
2024.07.31	Audit Committee and Board of Directors	1.Audit Plan Execution Status Report 2. The Company's 2024 Internal Control – Shareholder Services Operation Project	No comments and suggestions
2024.10.29	Audit Committee and Board of Directors	1.Audit Plan Execution Status Report 2.The Company's Internal Control and Internal Audit Project on Sustainability Information Management and Control Operations. 3.The Company's General Provisions of the Internal Control System and Implementation Rules of Internal Audit. 4.Approved the audit plan for the 2024 fiscal year of the Company.	No comments and suggestions
2024.01.01-2024.12.31	Audit Committee and Board of Directors	Audit reports are sent to the Audit Committee for review on a monthly basis. The Audit Committee provides feedback on each audit report, and the audit activities are carried out in accordance with the instructions given by the Audit Committee.	All audits have been conducted and reported in accordance with the instructions given by the Audit Committee.

- B. Communication Policy between Independent Directors and CPA :
- The communication between the independent directors and CPA is excellent.

Date	Meeting	Focus of communication	Results of communication
2024.02.22	Audit Committee and Board of Directors	The accountant provided an explanation regarding the key issues and audit results of the individual and consolidated financial statements for the fiscal year 2023.	The individual and consolidated financial statements for the fiscal year 2023 have been approved by the Audit Committee and were presented during the 17 th meeting of the 12 th term of Board of Directors held on February 22, 2024.
2024.04.23	Audit Committee and Board of Directors	The auditor provided an explanation of the review results for the consolidated financial statements of the company for the first quarter of 2024.	The consolidated financial statements for the first quarter of 2024 have been approved by the Audit Committee and were discussed during the 19 th meeting of the 12 th term of Board of Directors held on April 23, 2024.
2024.07.31	Audit Committee and Board of Directors	The auditor provided an explanation of the review results for the consolidated financial statements of the company for the second quarter of 2024.	The consolidated financial statements for the second quarter of 2024 have been approved by the Audit Committee and were discussed during the 2 nd meeting of the 13 th term of

			Board of Directors held on July 31, 2024.
2024.10.29	Audit Committee and Board of Directors	The auditor provided an explanation of the review results for the consolidated financial statements of the company for the third quarter of 2024.	The consolidated financial statements for the third quarter of 2024 have been approved by the Audit Committee and were discussed during the 3 th meeting of the 13 th term of Board of Directors held on October 29, 2024.

(3) The operational status of corporate governance and the differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies are as follows:

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description of Summary	
1.Does the company establish and disclose the Corporate Governance Best-Practice Principles based on "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies"?	V		The company has established its "Corporate Governance Best Practices" in accordance with the "Corporate Governance Guidelines for Best-Practice Principles for TWSE/TPEX Listed Companies." The relevant provisions and guidelines are incorporated into various corporate documents such as the "Articles of Incorporation," "Board Meeting Rules," "Compensation committee Operation Guidelines," "Shareholders Meeting Rules," and "Director and Supervisor Election Procedures." These guidelines and rules are also disclosed on the company's website, ensuring transparency and accessibility to stakeholders. http://www.psaitc.com/investors/download_org	N/A

2. Shareholding structure & shareholders' rights				
(1) Does the company establish an internal operating procedure to deal with shareholders' suggestions, doubts, disputes and litigations, and implement based on the procedure?	V		(1) The company has established its "Corporate Governance Best Practices" which include the establishment of a spokesperson system and the provision of an investor service mailbox. A dedicated personnel is responsible for handling shareholder suggestions, inquiries, and disputes, and ensures that they are addressed in accordance with the established procedures.	N/A
(2) Does the company possess the list of its major shareholders as well as the ultimate owners of those shares?	V		(2) The company's shareholding unit is able to accurately identify the major shareholders of the company and the ultimate controllers of these major shareholders.	N/A
(3) Does the company establish and execute the risk management and firewall system within its conglomerate structure?	V		(3) The company has established internal procedures such as "Supervision Operations for Subsidiaries," "Operational Procedures for Loans to Others," "Operational Procedures for Endorsements and Guarantees," and "Asset Acquisition or Disposal Procedures." These measures are designed to establish appropriate risk management mechanisms and firewalls. Additionally, the company has appointed audit personnel to regularly and periodically supervise the implementation of these procedures.	N/A
(4) Does the company establish internal rules against insiders trading with undisclosed information?	V		(4) The company has established the Operating Procedure for Processing of Internal Important Information to regulate its operation of internal important information confidentiality and its procedure of banning purchase and sale in order to prevent insider trading. The aforementioned regulations should include control measures over stock trading by the company's insiders upon becoming aware of the company's financial reports or related performance information. These measures shall include, but are not limited to, restrictions prohibiting directors from trading company shares during blackout periods — specifically, within 30 days prior to the announcement of the annual financial report and 15 days prior to the announcement of each quarterly financial report.	N/A

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description of Summary	
<p>3. Composition and responsibilities of the board of directors</p> <p>(1) Have a diversity policy and specific management objectives been adopted for the board and have they been fully implemented?</p>	V		<p>(1) The nomination and selection of board members in the company are conducted in accordance with the provisions outlined in the company's articles of incorporation. The process follows a candidate nomination system, taking into consideration the company's operational model and development plans.</p> <p>1. Diversity goals for the board of directors:</p> <p>1.1 Basic criteria: nationality, gender, age, etc.</p> <p>1.2 More than half of the directors on the board should not concurrently serve as employees or manager in order to achieve the goal of supervision.</p> <p>1.3 Diversity goals for board members include possessing a range of expertise in relevant industries, management, accounting, and finance. This encompasses key competencies such as leadership decision-making, operational judgment, business management, financial analysis, crisis management, production and sales, industry specialization, and international market knowledge.</p> <p>2. Achievement of Board Diversity Goals:</p> <p>All members of the board possess extensive experience in the relevant industry. One female director with extensive experience in business management is part of the board. Other directors possess diverse professional backgrounds, excelling in leadership decision-making, operational judgment, business management, financial analysis, crisis management, production and sales, industry expertise, and a global perspective on international markets. Out of the seven directors, three of them are independent directors, ensuring the independence of the board; each independent director possesses specialized expertise, with professional academic backgrounds and practical experience in their respective fields. The board of directors of our company possesses the necessary professional knowledge, skills, and qualifications to carry out their responsibilities. With their diverse backgrounds and practical experience, they continually strengthen the governance and operational effectiveness of our company.</p> <p>3. Please refer to Section I, which provides information on the diversity implementation of the Board of Directors, General Managers, vice General Managers, department heads, and branch managers</p>	N/A

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description of Summary	
(2) Has the Company voluntarily established other functional committees in addition to the Compensation committee and the audit committee?		V	(2) The other functional committees are as follows: 1. Personnel Evaluation Committee 2. Occupational Health and Safety Committee	The following summary at the left column provides an explanation of the differences.
(3) Has the Company established rules and methodology for evaluating the performance of its Board of Directors, implemented the performance evaluations on an annual basis, and submitted the results of performance evaluations to the board of directors and used them as reference in determining salary/compensation for individual directors and their nomination and additional office terms?	V		(3) The company established the Board of Directors Performance Evaluation Guidelines in 2020. An internal evaluation of the Board's performance is conducted annually, and if necessary, an external independent organization or a team of external experts and scholars may be engaged to perform the evaluation. The evaluation results are disclosed on the company's website and in the annual report, in accordance with the regulations. 1. The revised "Board and Functional Committee Performance Evaluation Guidelines" were approved by the Board of Directors on October 31, 2022. 2. The implementation status of the Board evaluation for the year 2024 is provided separately in the Annual Report under the section on Board operations.	N/A
(4) Does the Company regularly evaluate its external auditors' independence?	V		(4)The company appoints reputable firms and auditors with excellent credentials for the Board each year and reviews their independence. After confirming that the auditors have no conflicts of interest with the company other than fees related to attest and tax matters, and their family members also comply with independence requirements, the appointment and fees of the auditors are deliberated. The auditors are required to issue an "Independence Statement" annually ,Audit Quality Indicators (AQIs)" and the auditor's independent evaluation criteria (Note 1) align with AQIs indicators (professionalism, quality control, independence, supervision, and innovation). It was confirmed that the auditor and the firm both exceed industry standards in audit experience and training hours. They are also continuously integrating digital audit tools to enhance audit quality. The evaluation results for the recent fiscal year were discussed and approved by the Audit Committee on March 27, 2025. The assessment was subsequently submitted and approved by the Board of Directors on the same date, evaluating the independence and suitability of the auditor.	N/A

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Description of Summary	
4. Does the TWSE/TPEx listed company have in place an adequate number of qualified corporate governance officers and has it appointed a chief corporate governance officer with responsibility corporate governance practices (including but not limited to providing information necessary for directors and supervisors to perform their duties, aiding directors and supervisors in complying with laws and regulations, organizing board meetings and annual general meetings of shareholders as required by law, and compiling minutes of board meetings and annual general meetings)?	V		<ol style="list-style-type: none"> 1. On April 28, 2021, the company passed a resolution through the Board of Directors to establish the position of Corporate Governance Officer. The role of the Corporate Governance Officer includes handling matters related to Board of Directors meetings in accordance with the law, preparing meeting minutes, assisting Directors in their appointment and continuous education, providing necessary information for Directors to carry out their duties, assisting Directors in compliance with laws and regulations, and other matters specified in the company's bylaws or contracts. 2. The current Corporate Governance Officer of the company is Mr. Bo Zhang Huang, who serves as the Manager of the Finance Department. Mr. Huang has more than three years of experience as a financial executive in a publicly traded company, meeting the statutory qualifications for the position of Corporate Governance Officer. 3. The company duly established the "Standard Operating Procedure for Handling Director Requests" on April 26, 2019, in accordance with the regulations, through a resolution passed by the Board of Directors. The implementation of this operating procedure ensures that the Corporate Governance Officer provides appropriate operational guidelines for supplying the necessary information to the directors. 4. The performance of the Corporate Governance Officer in executing responsibilities during the fiscal year 2022 is as follows: <ol style="list-style-type: none"> (1) Fulfilled the legal obligations by handling pre-registration for the shareholders' meeting, preparing the meeting notices, agenda, and minutes within the statutory time limits. Additionally, they have facilitated the registration of changes related to the amended bylaws and director elections. (2) Responsible for drafting the board meeting agenda, providing notice to directors at least seven days in Advance, convening the meeting, and distributing relevant meeting materials. They are also responsible for preparing the board meeting minutes within twenty days after the meeting.Board of Directors (3) Provides information on professional development courses for directors and assists in the completion of the directors' training plan. (4) Assists in the procedures and compliance of board and shareholders' meetings, as well as supports directors in their duties and provides necessary information. (5) Executed and completed the internal performance evaluation of the Board of Directors and functional committees for the fiscal year 2024, with the evaluation results reported to the Board in January of 2025. 	N/A

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description of Summary	
5.Has the Company established channels for communicating with its stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.) and created a stakeholders section on its company website? Does the Company appropriately respond to stakeholders' questions and concerns on important corporate sustainability issues?	V		(1) The company has established a spokesperson and deputy spokesperson to communicate with stakeholders, and relevant significant information has been disclosed as required on the Market Observation Post System (MOPS). (2) Financial and shareholder-related information of the company has been posted on the company's website, with dedicated personnel responsible for updating and responding to related issues to establish a communication channel with investors. (3) The company has a dedicated section for stakeholders, maintaining good communication channels with shareholders, employees, customers, and suppliers. The outcomes of stakeholder engagement are regularly reported to the Board of Directors and publicly disclosed on the corporate website.	N/A
6. Does the company appoint a professional shareholder service agency to deal with shareholder affairs?		V	The company decided in the board meeting held on November 9, 2010 to handle share administration internally. Currently, there is a Share Administration Office responsible for managing shareholder meeting affairs. All related operational processes comply with the company's articles of association and legal requirements.	The following summary at the left column provides an explanation of the differences.
7. Information Disclosure (1)Does the company establish a corporate website to disclose information regarding the company's financial, business and corporate governance status?	V		(1)The company has established a website to update the disclose its financial business and governance information regularly.	N/A
(2)Does the company have other information disclosure channels (e.g., maintaining an English language website, appointing responsible people to handle information collection and disclosure, creating a spokesperson system, webcasting investor conference on company website)?	V		(2)The company has appointed a dedicated person responsible for information collection and disclosure, and has implemented a spokesperson system. The proceedings of the corporate briefing sessions are also made available on the company's website.	N/A
(3) Does the company announce and report annual financial statements within two months after the end of each fiscal year, and announce and report Q1, Q2, and Q3 financial statements, as well as monthly operation results, before the prescribed time limit?		V	(3) The company announces and submits the annual financial report within three months after the end of the fiscal year, and according to regulations, discloses and reports the financial information for the first, second, and third quarters, as well as the operational performance for each month.	The following summary at the left column provides an explanation of the differences.

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Description of Summary	
8. Is there any other important information to facilitate a better understanding of the company's corporate governance practices (e.g., including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' and supervisors' training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors and supervisors)?	V		<p>(1) The company's systems, measures, and performance related to employee benefits and employee care can be found in the "Operations Overview - Section Five" of this year's annual report.</p> <p>(2) Relationship with Investors: The company handles its own share-related matters and has dedicated personnel to handle investor relations, shareholder suggestions, and shareholder affairs.</p> <p>(3) Relationship with Suppliers: The company engages in regular communication with suppliers through various channels such as email, telephone, and physical meetings to exchange opinions and engage in discussions. These channels serve as information communication platforms. Additionally, a dedicated "Stakeholder Zone" is established on the company's website to provide a platform for suppliers to express their opinions.</p> <p>(4) Rights of Stakeholders: Stakeholders are encouraged to communicate and provide feedback to the company in order to maintain their rightful collaborative interests. Furthermore, a dedicated "Stakeholder Zone" is established on the company's website to allow stakeholders to express their opinions.</p> <p>(5) Current Training Programs for Directors and Supervisors: Please refer to Note 2 for more details.</p> <p>(6) Performance of Risk Management Policy and Risk Evaluation Standards: The company has established an internal control system in accordance with regulations, which is effectively implemented and regularly reviewed and revised. Additionally, an audit department has been set up under the board of directors to assist the board and management in regularly identifying and assessing operational risks.</p> <p>(7) Performance of Customer Policy: In case of product complaints, the sales department serves as the primary contact point, while the quality assurance department handles subsequent quality tracking and improvement matters. Customer satisfaction is regarded as one of the company's key management objectives.</p> <p>(8) Insurance Acquired by the company for Directors and Supervisors: The company has obtained directors' and officers' liability insurance for both the fiscal year 2023 and 2024.</p>	N/A

9. Please explain the improvements which have been made in accordance with the results of the Corporate Governance Evaluation System released by the Corporate Governance Center, Taiwan Stock Exchange, and provide the priority enhancement measures.

To strengthen corporate governance and sustainable development, INFO-TEK has been gradually improving based on recent corporate governance evaluations. In the fiscal year 2024, the company prepared shareholder meeting handbooks, annual reports, and quarterly financial reports in English in advance, enhancing English information disclosure. In March of the fiscal year 2024, it obtained ISO 14064-1 certification for greenhouse gas inventory and invested in green energy industries. Following the "Corporate Governance 3.0 - Sustainable Development Blueprint," the company focuses on five major axes: "Enhancing Board Functions to Enhance Corporate Sustainable Value," "Increasing Information Transparency to Promote Sustainable Operation," "Strengthening Communication with Stakeholders to Create Good Interaction Channels," "Aligning with International Standards to Guide Due Governance," and "Deepening Corporate Sustainable Governance Culture to Provide Diversified Products." It will continue to strengthen improvement efforts for areas that have not yet scored.

Note 1: CPA's Independent evaluation items

Evaluation Item	Evaluation Results	Compliance with Independence?
1. Do the auditors and their family members have any direct or indirect significant financial interests in the company?	No	Yes
2. Do the auditors and their family members have any financing or guarantee transactions with the directors of the company?	No	Yes
3. Do the auditors and their family members have any business relationships that could affect their independence with the company or its directors, supervisors, or managers?	No	Yes
4. Has the auditor held any positions as a director, supervisor, or manager in the company or had any significant influence over audit matters in the past two years? Have they made any commitments to hold such positions in the future?	No	Yes
5. During the audit period, did any family members of the auditor hold positions as directors, supervisors, or managers in the company or have any direct and significant influence over the audit work?	No	Yes
6. During the audit period, did any close relatives of the auditor, including immediate family members or close relatives by blood or marriage within two degrees of kinship, hold positions as directors, supervisors, or managers in the company or have any direct and significant influence over the audit work? Did they hold any significant financial interests in the company?	No	Yes
7. Did the auditor receive any significant gifts or gratuities of substantial value (beyond customary social etiquette) from the company, its directors, supervisors, managers, or major shareholders?	No	Yes
8. Has the audit team of the auditor executed the necessary independence/conflict of interest procedures, and are there any instances of independence violations or unresolved conflicts of interest?	No	Yes

Note 2:

Disclosure of director's training status can be found in the Annual Report under "PartII, Corporate Governance Report, III, Implementation of Corporate Governance (7) Other Important Information to Enhance Understanding of Corporate Governance Practices."

(4) Composition, Responsibilities, and Operation of the Compensation committee: The company established the "Compensation committee" on December 22,

2011, and formulated the "Compensation committee Charter". The Compensation committee consists of three members, all of whom are independent directors. Its primary objective is to assist the Board of Directors in formulating and periodically reviewing policies, systems, criteria, and structures for performance evaluation and remuneration of directors and executives. The committee also conducts regular assessments and establishes remuneration packages for directors and executives.

(1) Information on Members of the Compensation committee

Title	Criteria Name	Professional qualifications and experience	Independence situation	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Compensation committee	Note
Independent Director	WenYuan Chu	Please refer to the "Disclosure of Directors' Professional Qualifications and Independent Directors' Independence" table on pages 6 to 8 for further information.		0	
Independent Director	PiLan Chang			2	
Independent Director	LanHsin Chang			1	

(2) Attendance of Members at Compensation committee Meetings

1. The Compensation committee of the Company is comprised 3 members.
2. Committee members' tenure of their current term: From June 4, 2024, until the expiration of the term of office of the 13th Board of Directors of our company.
3. The Compensation committee held 3 meetings(A) in 2024, during the most recent year, and members' qualifications and their attendance are given as follows:

Term	Title	Name	Attendance in Person(B)	By Proxy	Attendance Rate (%) (B/A) (Note)	Note
5th	Convener	PiLan Chang	2	0	100%	
	Member	HuiChoa Chen	2	0	100%	
	Member	WenYuan Chu	2	0	100%	
6th	Convener	WenYuan Chu	1	0	100%	
	Member	PiLan Chang	1	0	100%	
	Member	LanHsin Chang	1	0	100%	

Other mentionable items:

- 1.If the board of directors declines to adopt or modifies a recommendation of the Compensation committee, it should specify the date of the meeting, session, content of the motion, resolution by the board of directors, and the Company's response to the Compensation committee's opinion (If the remuneration approved by the Board of Directors exceeds the recommendations of the Compensation committee, the differences and reasons for such variances should be disclosed): N/A
- 2.Resolutions of the Compensation committee objected to by members or expressed reservations and recorded or declared in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion should be specified:

Date/Term	Content of Proposal and How the company dealt with it subsequently	Resolution	Responded to the opinions of the Audit Committee
5 th Term 13 th Meeting 2024.1.30	1. The distribution ratio of employee and director compensation for the company's fiscal year 2023. 2. The bonus distribution for the Chairman and executives of the company for the fiscal year 2023.	After consulting with all attending members, the Chairman confirmed that there were no objections.	The resolution was unanimously approved by all attending directors at the board meeting.
5 th Term 14 th Meeting 2024.3.27	1. The individual director compensation distribution for the company in fiscal year 2023. 2. The executive employee compensation and second-half bonus distribution for the company in fiscal year 2023.	After consulting with all attending members, the Chairman confirmed that there were no objections.	The resolution was unanimously approved by all attending directors at the board meeting.
6 th Term 1 st Meeting 2024.7.31	1. Appointment of the Chairperson of the 6th Compensation Committee. 2. Executive bonus distribution and salary adjustment for the first half of 2024.	After consulting with all attending members, the Chairman confirmed that there were no objections.	The resolution was unanimously approved by all attending directors at the board meeting.

3. Responsibilities of the Compensation committee: The members of the Compensation committee are appointed by the Board of Directors. The Committee members should exercise due care and act in the best interests of the Board of Directors. Their responsibilities include formulating and periodically reviewing policies, systems, standards, and structures for the evaluation of the performance of the Board of Directors and executives, as well as determining the remuneration of the Board of Directors and executives through regular assessments. There have been no instances of violation of fiduciary duty in any meetings held until the printing date of the most recent annual report.

(5) Promotion of Sustainable Development – Implementation Status and Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Description of Summary	
1. Has the Company established a governance framework for promoting sustainable development, and established an exclusively (or concurrently) dedicated unit to be in charge of promoting sustainable development? Has the board of directors authorized senior management to handle related matters under the supervision of the board?	V		<p>1.The company has established a part-time position to oversee internal audits and external verifications. Progress on greenhouse gas inventory assessments will be reported to the board of directors quarterly to ensure oversight and control.</p> <p>2.The company introduced investigations into Scopes 1, 2, and 3 of ISO 14064-1 by the end of June of 2023. The "Greenhouse Gas Report" for ITC was completed by August of the same year, followed by third-party organization verification in October of the same year.Re-obtained third-party verification in March 2025.</p>	N/A
2. Does the company conduct risk assessments of environmental, social and corporate governance (ESG) issues related to the company's operations in accordance with the materiality principle, and formulate relevant risk management policies or strategies?	V		In April 2020, the Board of Directors of our company approved the establishment of the Corporate Governance Committee. This committee is responsible for setting and overseeing policies, management principles, and objectives related to the company's environmental sustainability, and risk management. Environmental sustainability, and risk management. Each relevant department will conduct risk assessments and develop corresponding measures within their respective scopes of responsibility. These assessments and measures will be submitted to the Corporate Governance Committee for discussion and implementation. Regular reviews will be conducted on an annual basis to ensure the effectiveness of these measures.	N/A

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Description of Summary	
3. Environmental Issues				
(1) Has the Company set an environmental management system designed to industry characteristics?	V		(1) Each factory has obtained certification for Environmental Management Systems (ISO 14001) and is effectively implementing the provisions and operational procedures outlined in the ISO 14001 environmental management system. In addition to conducting monthly regulatory updates and compliance checks at the plant to ensure compliance with domestic and international environmental regulations, the company also conducts statistical analysis of waste generation within the factories and implements methods such as waste recycling and code replacement to reduce carbon footprint emissions.	N/A
(2) Does the Company endeavor to use energy more efficiently and to use renewable materials with low environmental impact?	V		(2) In our commitment to green production (eg. 90% use of lead-free tin) and environmental sustainability, we actively promote the use of customer recycling bins. Our company ensures that recyclable resources such as waste paper, tin cans, and plastic waste, as well as production-related scrap materials like pallets with solid wood, waste trimmings, plastic trays, and tin slag, are all recycled with a 100% recycling rate.	N/A

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons												
	Yes	No	Description of Summary	Yes												
(3) Has the Company evaluated the potential risks and opportunities posed by climate change for its business now and in the future and adopted relevant measures to address them?	V		<p>(3)</p> <p>1. Our company periodically assesses the potential risks and opportunities of climate change on our business, both present and future. We take proactive measures to address climate-related issues. In accordance with the resolution passed by the board of directors in January of the 2022 fiscal year, we have revised our "Practical Guidelines for Sustainable Development." Under Article 17 of these guidelines, we refer to widely recognized domestic and international standards or guidelines. We actively participate in energy-saving and carbon reduction seminars, regulatory briefings, and other events to seek opportunities for improvement.</p> <p>2. The climate risk of general corporate include water shortages, power shortages, high temperatures, wind disasters, and carbon taxes. Our company evaluates the level of risk hazards and improvement plans to ensure that the impact on the company is reduced and controlled by sustainability operation.</p> <table><tr><th>Risk factors</th><th>Risk level</th><th>Current status</th><th>Improvement action</th></tr><tr><td>Water Saving</td><td>Low</td><td>1. Production line water usage: None. 2. Cooling tower water usage. 3. Domestic water usage.</td><td>Currently improving the leakage of old water pipes in the factory area</td></tr><tr><td>Electricity Saving</td><td>Middle to high</td><td>1. Reduce contract capacity. 2. Consider the wattage of equipment to schedule electricity</td><td>1. Continuous improvement. 2. Regular maintenance.</td></tr></table>	Risk factors	Risk level	Current status	Improvement action	Water Saving	Low	1. Production line water usage: None. 2. Cooling tower water usage. 3. Domestic water usage.	Currently improving the leakage of old water pipes in the factory area	Electricity Saving	Middle to high	1. Reduce contract capacity. 2. Consider the wattage of equipment to schedule electricity	1. Continuous improvement. 2. Regular maintenance.	<p>N/A</p> <p>N/A</p>
Risk factors	Risk level	Current status	Improvement action													
Water Saving	Low	1. Production line water usage: None. 2. Cooling tower water usage. 3. Domestic water usage.	Currently improving the leakage of old water pipes in the factory area													
Electricity Saving	Middle to high	1. Reduce contract capacity. 2. Consider the wattage of equipment to schedule electricity	1. Continuous improvement. 2. Regular maintenance.													

					usage during peak and off-peak hours. 3. Improve efficiency of factory equipment (e.g., replacing old equipment, regular maintenance, introducing automation to reduce unnecessary processes and maintenance). 4. Statistical analysis of the operational status of company electrical equipment and its relationship with electricity consumption, then discuss electricity management.		
			High temp	Low	1. Indoor production. 2. For external deliveries, In addition to meeting customer requirements, delivery routes and locations are planned as much as possible to reduce delivery frequency. All delivery trucks are equipped with air conditioning.	Continuous improvement.	
			Wind disasters	Low	Announcement of holiday on typhoon days	Manpower allocation and equipment automation to reduce personnel risks.	
			Carbon taxes	Low	1. Energy conservation.	Continuous improvement.	

(4) Did the company collect data for the past two years on greenhouse gas emissions, volume of water consumption, and the total weight of waste, and establish policies for greenhouse gas reduction, reduction of water consumption, or management of other wastes?	V		2. Reducing waste or increasing recycling rates											
		(4)The statistics for the company's greenhouse gas emissions, water consumption, and total waste weight over the past two years are summarized in the table below :												
		<table><thead><tr><th>Items</th><th>GHG Emissions (metric tons CO2e)</th><th>Waste consumption (metric tons/year)</th><th>Total Waste (metric tons/year)</th></tr></thead><tbody><tr><td>2023 fiscal year</td><td>2,001.27</td><td>35,524</td><td>34.38</td></tr><tr><td>2024 fiscal year</td><td>1,709.24</td><td>34,008</td><td>32.606</td></tr></tbody></table>	Items	GHG Emissions (metric tons CO2e)	Waste consumption (metric tons/year)	Total Waste (metric tons/year)	2023 fiscal year	2,001.27	35,524	34.38	2024 fiscal year	1,709.24	34,008	32.606
Items	GHG Emissions (metric tons CO2e)	Waste consumption (metric tons/year)	Total Waste (metric tons/year)											
2023 fiscal year	2,001.27	35,524	34.38											
2024 fiscal year	1,709.24	34,008	32.606											

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons Yes
	Yes	No	Description of Summary	
4. Social Issues				
(1) Has the company formulated relevant management policies and procedures in accordance with relevant laws and regulations and international human rights conventions?	V		(1) Our company respects and supports internationally recognized human rights norms and principles, including the Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We comply with the laws and regulations of the countries in which we operate and reference the United Nations Guiding Principles on Business and Human Rights to implement human rights measures and safeguard the legitimate rights and interests of our employees. Additionally, we have established a Code of Conduct for sustainable development to adhere to relevant legal requirements and uphold international human rights conventions, including principles such as gender equality, the right to work, and the prohibition of discrimination, to ensure proper human rights protection for our workforce.	N/A
(2) Has the Company established and implemented reasonable employee welfare measures (include salary/compensation, leave, and other benefits), and are business performance or results appropriately reflected in employee salary/compensation ?	V		(2) In order to fully take care of our employees and ensure their well-being, we provide favorable working conditions and meet their needs. In addition to complying with legal requirements for basic protections, we go beyond by offering and supporting various welfare programs. These programs are promoted through the Employee Welfare Committee, which organizes welfare activities and provides subsidies. Our company has established compensation policies, bonus schemes, and performance evaluation methods that effectively link job performance to individual remuneration.	N/A
(3) Does the Company provide employees with a safe and healthy working environment, and implement	V		(3) Our company has obtained certification for the Occupational Health and Safety Management System (ISO 45001:2018). Committed to adhering to the requirements of the ISO 45001	N/A

regular safety and health education for employees ?			<p>standard and complying with relevant regulations pertaining to occupational health and safety. This certification validates the efforts in implementing a robust occupational health and safety management system within the organization.</p> <ol style="list-style-type: none"> 1. Our company goes beyond regulatory requirements by conducting regular general health checks for employees every years and special operation health checks on an annual basis. 2. In compliance with the law, our company conducts operational environmental monitoring in our factory premises every six months. This monitoring process is designed to assess and ensure a safe and healthy working environment for our employees. 3. Health management is carried out by our medical personnel based on the health examination reports. This process allows us to gather valuable insights into employees' health conditions, identify potential areas of concern, and provide personalized care and support. Through these interviews, we aim to understand employees' well-being, address any health issues, and offer appropriate guidance and assistance to promote their overall health and welfare. 4. Develop an annual training plan and implement relevant training programs (including safety and health education) according to the plan. 5. Our company has completed the fire regulation maintenance declaration for the plant area for the year 2024, and no fire incidents occurred during this period. 	
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Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons Yes
	Yes	No	Description of Summary	
(4) Has the Company established effective career development training programs for employees?	√		(4) Our company has an annual training plan and training roadmap in place, and we conduct relevant training programs according to the plan and roadmap.	N/A
(5) Does the company comply with the relevant laws and international standards with regards to customer health and safety, customer privacy, and marketing and labeling of products and services, and implement consumer protection and grievance policies ?	√		(5) The company have established a Quality Management Committee to ensure the high quality standards of our products. We adhere to relevant regulations and international guidelines and have formulated policies and procedures to protect consumer or customer rights, as well as channels for complaints and feedback.	N/A
(6) Has the company formulated supplier management policies requiring suppliers to comply with relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and what is the status of their implementation?	√		(6) Our company has established procedures for selecting and evaluating suppliers. We maintain a database of basic supplier information and implement effective management practices for supplier selection and evaluation. This includes, but not limited to, requiring suppliers to comply with relevant regulations and standards on environmental protection, occupational health and safety, and labor rights. In supplier selection, we require suppliers to have ISO 9000 quality management system certification, ISO 14001 environmental management system verification, and ISO 45001 management system certification (Supplier and Outsourced Processing Environment, Health, and Safety Impact Management Process Verification), and IECQ QC 080000:2017 hazardous substance process management system certification. And their products to comply with relevant environmental labeling. Suppliers are also expected to adopt environmentally friendly and recyclable packaging methods and materials, and adhere to our company's environmental policies and relevant industrial practices for waste reduction, energy conservation, pollution prevention, and compliance with environmental regulations. We also emphasize that suppliers should prioritize labor rights, ensure a safe and healthy working	N/A

			environment, and work towards improving unfavorable working conditions. If existing suppliers cause or are likely to cause significant negative impacts on the environment, labor conditions, human rights, or society, we hold them accountable to immediately improve their practices or terminate the contract.	
5. Does the company refer to international reporting standards or guidelines when preparing its sustainability report and other reports disclosing non-financial information? Does the company obtain third party assurance or certification for the reports above ?		V	The company has not yet prepared a sustainability report. The preparation will be completed and uploaded to the Public Information Observatory by August 31, 2025	The following summary at the left column provides an explanation of the differences.
6. If the Company has adopted its own sustainable development best practice principles based on the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, please describe any deviation from the principles in the Company's operations: N/A				
<p>7. Other important information that helps understand the implementation of sustainable development (includes the company's systems, measures, and performance in environmental protection, community engagement, social contributions, social services, public welfare, consumer rights, human rights, occupational health and safety, and other sustainable development activities.)</p> <p>(1) Environmental Protection and Occupational Health and Safety:</p> <ol style="list-style-type: none"> 1. The company is committed to providing environmentally friendly products that comply with environmental requirements. Through the implementation of environmental management methods, the company aims to reduce pollution and damage caused by its production activities. It adheres to relevant domestic regulations and continuously improves production processes and pollution prevention measures to protect the environment and enhance the company's green competitiveness. 2. With the rise of environmental awareness, government requirements for businesses have become increasingly stringent. Our company has obtained ISO 14001:2015 certification and has successfully passed the IECQ QC 080000: 2017 Hazardous Substance Process Management System certification. We are also committed to complying with the RoHS regulations of the European Union. <p>(2) Community Contribution, Services, and Philanthropy:</p> <p>The company is dedicated to community development, cultural preservation, and art through the establishment of the "PSA Group Charitable Foundation," a foundation jointly formed by the corporate group. It continuously invests resources in activities that support youth development, promote cultural education, and contribute to social welfare initiatives such as emergency assistance, disaster relief, and charitable donations.</p> <ol style="list-style-type: none"> 1. The company holds regular activities in collaboration with the PSA Charitable Foundation to enhance and care for employee relations. 2. The company has signed agreements with a technology university for projects such as "Off-campus Internship" for Students" and "International Student Industry-Academia Cooperation Program." 3. In order to actively promote the training of professionals in 5G and AI technologies and enhance students' practical skills and employability the PSA Group has signed a letter of intent for cooperation with colleges and universities to establish an industry-academia cooperation platform and promote practical training and industry-academia collaboration. <p>(3) Consumer Rights: The products produced by our company are not end-user products and do not have direct contact with consumers.</p> <p>(4) Health and Safety and Other Sustainable Development Activities:</p> <p>The company has obtained ISO 45001:2018 certification and regularly conducts self-inspections. The factory facilities and equipment are also regularly maintained and improved. A comprehensive 7S activity is implemented to enhance the level of the work environment. Fire drills for employees are conducted annually to emphasize the importance of safety, and environmental testing and employee health checks are carried out in compliance with the law. These measures aim to provide employees with a safe working environment free from accidents. Every year, the company cooperate with the "PSA Business Group Charitable Foundation," established by the group, to organize various philanthropic activities, promoting a culture of public welfare.</p>				

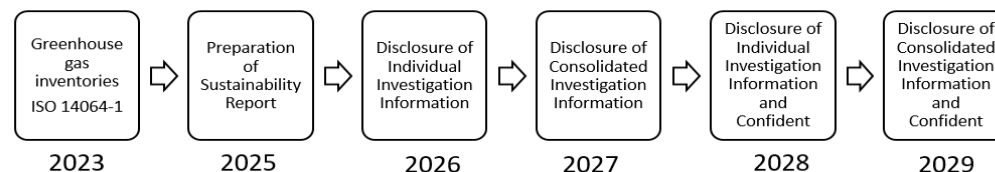
Implementation of Climate-Related Information

Item	Implementation status																															
(1)Description on the Board and Management's oversight and governance on climate-related risks and opportunities	(1) The board of directors serves as the highest supervisory unit for climate risk management within the company. Its responsibilities include ensuring compliance with relevant laws and regulations, overseeing the company's overall climate risks, and gaining a deep understanding of the risks that may be encountered in business operations. Any significant climate-related actions involving major investments or plans must undergo strict supervision and decision-making by the board of directors. The management team plays a key role in the company's climate risk management, responsible for coordinating responsibilities and powers across departments and implementing specific sustainability initiatives. Quarterly reports must be submitted to the board of directors to outline the progress of greenhouse gas management. While pursuing corporate operational goals, the company is committed to protecting the Earth's environment to ensure the achievement of sustainable development objectives.																															
(2)Description on how the identified climate risks and opportunities impact the company's business, strategies, and finance (short, mid, longterm)	(2)(3)																															
(3)Description on the impact extreme climate events and transitional actions have on finance	<table><tr><th>Identifying Climate Risk Impact</th><th>Impact Timeline</th><th>Risks</th><th>Opportunities</th></tr><tr><td rowspan="3">Business</td><td>Short-term</td><td>Natural disasters causing damage to factories, equipment, and inventory</td><td>Regularly assess the impact of natural disaster risks and maintain transparent communication channels with suppliers to jointly explore business collaboration opportunities.</td></tr><tr><td>Medium-term</td><td>Extreme weather affecting the supply chain</td><td>Establish multiple supplier sources to mitigate risks and price fluctuations caused by relying on a single supplier.</td></tr><tr><td>Long-term</td><td>Changes in customer behavior</td><td>Adapt to industry changes by developing smart production lines and researching green products.</td></tr><tr><td rowspan="3">Strategy</td><td>Short-term</td><td>Increased costs for operational transformation</td><td>Develop a clear operational transformation strategy and regularly review and adjust it to ensure cost control within reasonable limits.</td></tr><tr><td>Medium-term</td><td>Technical challenges with existing resources and compliance with regulations</td><td>Promote sustainable development of the value chain through industry supply chain collaboration.</td></tr><tr><td>Long-term</td><td>Guidance of low-carbon business strategy directing corporate development</td><td>Protect the environment to enhance the company's market competitiveness.</td></tr><tr><td rowspan="2">Financial</td><td>Short-term</td><td>Increased raw material costs due to low-carbon policies</td><td>Improve energy and resource efficiency and reduce costs through technological innovation and production process optimization.</td></tr><tr><td>Medium-term</td><td>Equipment replacement and substantial R&D costs</td><td>Increase product value-added, optimize revenue, and boost profits.</td></tr></table>	Identifying Climate Risk Impact	Impact Timeline	Risks	Opportunities	Business	Short-term	Natural disasters causing damage to factories, equipment, and inventory	Regularly assess the impact of natural disaster risks and maintain transparent communication channels with suppliers to jointly explore business collaboration opportunities.	Medium-term	Extreme weather affecting the supply chain	Establish multiple supplier sources to mitigate risks and price fluctuations caused by relying on a single supplier.	Long-term	Changes in customer behavior	Adapt to industry changes by developing smart production lines and researching green products.	Strategy	Short-term	Increased costs for operational transformation	Develop a clear operational transformation strategy and regularly review and adjust it to ensure cost control within reasonable limits.	Medium-term	Technical challenges with existing resources and compliance with regulations	Promote sustainable development of the value chain through industry supply chain collaboration.	Long-term	Guidance of low-carbon business strategy directing corporate development	Protect the environment to enhance the company's market competitiveness.	Financial	Short-term	Increased raw material costs due to low-carbon policies	Improve energy and resource efficiency and reduce costs through technological innovation and production process optimization.	Medium-term	Equipment replacement and substantial R&D costs	Increase product value-added, optimize revenue, and boost profits.
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			for industry transformation	
	Long-term	Uncertain energy policies in various countries, affecting operational and investment costs	Adapt to international policies and market trends, conduct multidimensional analysis and evaluation to identify new investment targets.	
<p>(4)Description on how the climate risk identification, assessment, and management process is integrated in the overall risk management system</p> <p>(5)Should scenario analysis is used to assess the Company's resilience in face of climate change risks, explanations on the scenario, parameters, hypothesis, analysis factors and major financial impacts should be provided</p> <p>(6)Should there be transitional programs in response to managing climate-related risks, please explain the program's content and metrics and targets used to identify and manage physical and transitional risks</p> <p>(7)Should the internal carbon pricing is used as the planning tool, the pricing mechanism should be explained</p> <p>(8)Should climate-related targets are in place, information such as their scope of action, GHG emissions, planned timeline, and yearly achieved</p>	<p>(4) The climate change-related operations are led by the management department, which identifies relevant scenarios and proposes discussion topics on climate change. It convenes relevant units to assess climate risks and opportunities, with particular attention to their impact on the company and potential effects. Climate-related risks and significant issues are incorporated into the company's operational plans and risk considerations. Regular reviews and evaluations are conducted to ensure sustainability and effectiveness, adapting to changes in the external environment and new climate information. These are integrated into the company's overall operational strategy and risk management system.</p> <p>(5) As of the date of printing of this annual report, the company has not yet adopted climate change scenario analysis.</p> <p>(6) In response to climate-related risks, our company has implemented a low-carbon energy-saving operational strategy and set goals for developing renewable energy. We adopt three main strategic plans to address climate-related risks and transformation challenges: "Regulatory Compliance," "Green Investment," and "Greenhouse Gas Inventory." Firstly, we regularly review and update laws and regulations related to climate change to ensure strict compliance with all requirements, which serves as the core foundation of our transformation strategy. Secondly, we are committed to low-carbon and energy transformation. This involves planned investments, development, construction, and operation of renewable energy sources. We assess and procure relevant equipment through investments in green trading platforms. Additionally, we focus on deploying energy storage equipment to enhance grid resilience and security, aiming for a comprehensive green transformation and achieving our goal of 100% renewable energy usage. Lastly, we obtain greenhouse gas inventory certification and formulate emission reduction policies to help achieve carbon reduction targets.</p> <p>(7) As of the date of printing of this annual report, the company has not yet utilized internal carbon pricing as a planning tool; therefore, it is not applicable.</p> <p>(8) According to the "Sustainable Development Pathway for Listed and Over-the-Counter Companies" promoted by the Financial Supervisory Commission (FSC), the company, with a paid-in capital of less</p>			

progress should be stated; for targets achieved through carbon offset and RECs, the source of offset amount and number of RECs should be stated

than 5 billion NT dollars, will adhere to the phased greenhouse gas emission inventory and disclosure regulations. The company plans to conduct greenhouse gas emission inventory in the third phase, aiming to complete the inventory work by the year 2026 and finish the verification process by 2028. For the consolidated subsidiaries of the company, the greenhouse gas emission inventory is set to be completed by 2027 followed by the verification work in 2029. This strategy aims to ensure alignment between the company and its subsidiaries with the nation's sustainable development goals and demonstrate a commitment to environmental responsibility through transparent greenhouse gas emission information disclosure.



The greenhouse gas inventory data for the company for the year 2024 is as follows:

Definition	Data(Tonnes)
Emissions from Electricity Use	1,594.3
Emissions from Waste Disposal	114.94
Total Emissions	1,709.2

(9) Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in points 1-1 and 1-2 below).

(9) As of the date of printing of this annual report, the company does not meet the specified criteria; therefore, it is not applicable.

(6) Implementation of Ethical Corporate Management and Deviations from the "Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons

valuation Item	Implementation Status			Deviations from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description of Summary	
1. Establishment of ethical corporate management policies and programs				
(1) Does the company have an ethical corporate management policy approved by its Board of Directors, and bylaws and publicly available documents addressing its corporate conduct and ethics policy and measures, and commitment regarding implementation of such policy from the Board of Directors and the top management team?	V		(1)The company engages in business activities based on the principles of fairness, honesty, trustworthiness, and transparency. To implement our policy of conducting business with integrity and actively prevent dishonest behavior, we have established the "Code of Conduct and Operational Procedures for Business Integrity" and the "Code of Ethics for Directors, Supervisors, and Managers."	N/A
(2) Whether the company has established an assessment mechanism for the risk of unethical conduct; regularly analyzes and evaluates, within a business context, the business activities with a higher risk of unethical conduct; has formulated a program to prevent unethical conduct with a scope no less than the activities prescribed in Article 7, paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies?	V		(2) The company has established "Work Rules" and "Code of Conduct and Operational Procedures for Business Integrity" to regulate the interaction between our employees and customers, external business activities, financial transactions, conflict of interest avoidance, and confidential information management.	N/A
(3) Does the company clearly set out the operating procedures, behavior guidelines, and punishment and appeal system for violations in the unethical conduct prevention program, implement it, and regularly review and revise the plan?	V		(3) The company has established "Work Rules" and "Code of Conduct and Operational Procedures for Business Integrity." We also require employees and suppliers to sign the "Integrity Commitment Letter," which prohibits accepting bribes or other benefits from the company, customers, competitors, or suppliers during the execution of business activities.	N/A

valuation Item	Implementation Status			Deviations from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description of Summary	
2. Ethical Management Practice				
(1) Does the company assess the ethics records of those it has business relationships with and include ethical conduct related clauses in the business contracts?	V		2. (1) A.To avoid conducting transactions with individuals or entities with a history of dishonest behavior: a. When selecting suppliers for procurement, the company review their past transaction records for creditworthiness. During the bidding and price comparison process, we also emphasize to the suppliers our principles of fair, open, and transparent vendor selection. b.Sales Targets:The company maintains long-term tracking of credit management data for existing customers, while for new customers, appropriate credit limits are determined based on internal and external credit investigations. B.The inclusion of explicit clauses regarding integrity in commercial contracts: Such as signing anti-corruption commitments with trading suppliers, which clearly state the prohibition of directly or indirectly demanding or providing kickbacks, commissions, bribes, or any form of improper benefits.The contracts also establish a reporting mechanism and punitive provisions to deter any illicit practices.	N/A
(2) Has the company set up a dedicated unit to promote ethical corporate management under the board of directors, and does it regularly (at least once a year) report to the board of directors on its ethical corporate management policy and program to prevent unethical conduct and monitor their implementation?	V		(2) The General Manager's Office serves as the dedicated unit responsible for promoting the integrity-driven operations of the company, while the Audit Department acts as the unit tasked with auditing and supervising to prevent integrity-related issues within the company. Regular reports are presented to the Board of Directors through relevant meetings and audit reports, and close attention is paid to the development of integrity operation policies to enhance the effectiveness of the company's integrity-driven operations.	N/A
(3) Has the company established policies to prevent conflict of interests, provided appropriate communication and complaint channels, and properly implemented such policies?	V		(3)The company has established "Code of. Conduct" and "Integrity Management Policies and Procedures" to prevent conflicts of interest among employees regarding the company, customers, competitors, and suppliers. An employee suggestion box is set up internally, and a "Stakeholder's Corner" is available on the company's website to provide a communication channel between employees and the company.	N/A

valuation Item	Implementation Status			Deviations from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description of Summary	
(4) Does the company have effective accounting and internal control systems in place to enforce ethical corporate management? Does the internal audit unit follow the results of unethical conduct risk assessments and devise audit plans to audit compliance with the systems to prevent unethical conduct or hire outside accountants to perform the audits?	V		(4)The Audit Department conducts regular audits based on the relevant regulations set by the Finance Department and Management Department. An audit report is prepared annually to assess compliance with established procedures, and the audit results are reported to the regular board meetings. Additionally, a Certified Public Accountant (CPA) performs annual tests on the effectiveness of internal control systems to ensure reasonable assurance of the financial statements.	N/A
(5) Does the company provide internal and external ethical corporate management training programs on a regular basis?	V		(5)The company assigns employees to attend. relevant seminars and courses organized by regulatory authorities on an irregular basis. The company also periodically promotes these activities through internal announcements. Additionally, the company organizes internal education and training sessions on a regular basis.	N/A
3. Implementation of Complaint Procedures				
(1) Has the company established specific whistle-blowing and reward procedures, set up conveniently accessible whistle-blowing channels, and appointed appropriate personnel specifically responsible for handling complaints received from whistle-blowers?	V		(1)The company has established an email address for whistleblowing and an employee suggestion box as channels for colleagues to file complaints. The auditing department is designated as the responsible unit for receiving and handling these matters.	N/A
(2) Has the company established standard operation procedures for investigating the complaints received, follow-up measures taken after investigation, and mechanisms ensuring such complaints are handled in a confidential manner ?	V		(2)The company has established management procedures for the employee suggestion box, measures to prevent workplace violence and sexual harassment, procedures for complaints and disciplinary actions, and an employee code of conduct, all of which include provisions for whistleblowing. Employees can file complaints or reports to the management department or internal auditing supervisor, who will conduct investigations according to the procedures outlined. Confidentiality of the whistleblowers and related information will be strictly maintained.	N/A
(3) Has the company adopted proper measures to protect whistle-blowers from retaliation for filing complaints?	V		(3)The aforementioned measures explicitly state the protection of whistleblowers against any form of Retaliation or unfair treatment as a result of their whistleblowing activities.	N/A

valuation Item	Implementation Status			Deviations from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description of Summary	
4. Strengthening Information Disclosure Does the company disclose its ethical corporate management policies and the results of their implementation on its website and the Market Observation Post System (MOPS)?	V		The company adheres to high business ethical standards, effective accountability mechanisms, and rigorous corporate governance. It operates with a sense of responsibility and honesty in conducting its business activities, and discloses relevant information in its annual reports. The procedures and policies related to these matters are also disclosed on the company's website.	N/A
5. If the company has adopted its own ethical corporate management best practice principles based on the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, please describe any deviations between the principles and their implementation: The company has established the "Code of Conduct and Operating Procedures for Business Integrity," and its operation is in line with the defined guidelines without any significant differences.				
6. Other important information to facilitate a better understanding of the status of operation of the company's ethical corporate management policies (e.g., the company's reviewing and amending of its ethical corporate management best practice principles): The "Code of Conduct and Operating Procedures for Business Integrity" of our company has been revised in accordance with relevant legal amendments, and the revised version was approved by the Board of Directors on April 27, 2020, and disclosed on the company website. Additionally, our company will continuously monitor the development of domestic and international regulations related to ethical business conduct. We encourage directors, managers, and employees to engage in further education or training and to timely propose improvements and suggestions to enhance the effectiveness of our company's ethical business practices.				

(7) Other Important Information Relating to Governance of the company:

A. The participation of the company's directors in training programs covering corporate governance topics in the most recent fiscal year is as follows:

Title	Name	Study Date	Sponsoring Organization	Course	Training hours	Does it comply with the "Guidelines for Continuing Education of Directors and Supervisors of TWSE/TPE Listed Companies"?
Chairman	YuHeng Chiao	2024/01/26	Taiwan Corporate Governance Association	Analysis of Taiwan's Economic Trends in 2024	3 hours	Yes
		2024/05/03	Taiwan Corporate Governance Association	Development Outlook of the Nickel Industry and Sustainable Management of Resilient Supply Chains	3 hours	Yes
		2024/11/06	Securities and Futures Institute	NVIDIA's \$3 Trillion Miracle: Rethinking the Semiconductor Industry in the Age of AI	3 hours	Yes
		2024/11/06	Securities and Futures Institute	Carbon Trading Mechanisms and Carbon Management Applications	3 hours	Yes
		2024/11/08	Chinese Corporate Governance Association	Development and Outlook of Taiwan's Cable Industry and Creating a Friendly Workplace	3 hours	Yes
Director	PengHuang Peng	2024/11/06	Securities and Futures Institute	NVIDIA's \$3 Trillion Miracle: Rethinking the Semiconductor Industry in the Age of AI	3 hours	Yes
		2024/11/06	Securities and Futures Institute	Carbon Trading Mechanisms and Carbon Management Applications	3 hours	Yes
Director	MouMing Ma	2024/05/14	Accounting Research and Development Foundation	How the Board Ensures Corporate Sustainability: Starting with Talent Discovery and Development	3 hours	Yes
		2024/08/14	Accounting Research and Development Foundation	How the Board Oversees Corporate Risk Management and Crisis Handling	3 hours	Yes
Director	Yuh Sheng Chiou	2024/11/06	Securities and Futures Institute	NVIDIA's \$3 Trillion Miracle: Rethinking the Semiconductor Industry in the Age of AI	3 hours	Yes
		2024/11/06	Securities and Futures Institute	Carbon Trading Mechanisms and Carbon Management Applications	3 hours	Yes

Independent Director	PiLan Chang	2024/11/06	Securities and Futures Institute	NVIDIA's \$3 Trillion Miracle: Rethinking the Semiconductor Industry in the Age of AI	3 hours	Yes
		2024/11/06	Securities and Futures Institute	Carbon Trading Mechanisms and Carbon Management Applications	3 hours	Yes
Independent Director	LanHsin Chang	2024/03/11	Chinese Corporate Governance Association	The International Economic Outlook for 2024	3 hours	Yes
		2024/11/06	Securities and Futures Institute	NVIDIA's \$3 Trillion Miracle: Rethinking the Semiconductor Industry in the Age of AI	3 hours	Yes
Independent Director	WenYuan Chu	2024/11/06	Securities and Futures Institute	NVIDIA's \$3 Trillion Miracle: Rethinking the Semiconductor Industry in the Age of AI	3 hours	Yes
		2024/11/06	Securities and Futures Institute	Carbon Trading Mechanisms and Carbon Management Applications	3 hours	Yes

B. To review the attendance of directors at board meetings, please refer to the "Part II, Corporate Governance Report - Section Three, Operation of Corporate Governance (1)" in this year's annual report.

C. The recent annual participation of our company's executives (including the General Manager, Accountant, Finance Manager, Internal Audit Manager, etc.) in training programs covering corporate governance topics is as follows:

Title	Name	Study Date	Sponsoring Organization	Course	Training hours	Does it comply with the "Guidelines for Corporate Governance Training Implementation"?
Internal Audit Manager	WeiRong Lai	2024/08/13	The Institute of Internal Auditors	Sustainability Disclosure Policy Analysis and Internal Control Highlights	6 hours	Yes
		2024/11/25	The Institute of Internal Auditors	Analyzing Cases of Breach of Trust and Unfair Trade Practices: Corporate Auditors' Professional Ethics and Strategies for Fraud Prevention	6 hours	Yes
Finance, Accounting, and Corporate Governance Manager	PoChang Huang	2024/12/24	Accounting Research and Development Foundation	Issuer Securities Broker Exchange Accounting Manager Continuing Education Course	12hours	Yes
		2024/11/06	Securities and Futures Institute	Carbon Trading Mechanisms and Carbon Management Applications	3 hours	Yes
		2024/11/06	Securities and Futures Institute	NVIDIA's \$3 Trillion Miracle: Rethinking the Semiconductor Industry in the Age of AI	3 hours	Yes
		2024/12/31	Accounting Research and Development Foundation	Latest Annual Reports, ESG Disclosures, Financial Reporting Regulations Overview, and Internal Control Practices	6 hours	Yes

(8) The Performance in Internal Control System shall disclose items given as follows:

A. Declaration of Internal Control System

INFO-TEK CORPORATION
Declaration of Internal Control System

Date: February 19, 2025

Over the Company's internal control system of Year 2024, based on the results of our self-evaluation, we'd hereby like to declare enumerated below:

1. Here at the Company, we confirm full awareness that implementation and maintenance of the internal control system are the inherent responsibility of the Company's Board of Directors and managers. The Company has duly set up such internal control system in an attempt to provide rational assurance of the effect and efficiency of the business operation (including profitability, performance and assurance of the safety of assets), reliability of reports, timeliness, transparency and accomplishment of the compliance targets on related requirements, laws and regulations.
2. Internal control system is subject to inherent restriction, disregarding how sound it has been designed. Effective internal control system could only provide rational assurance for accomplishment of the three aforementioned targets. Besides, in line with the changes in circumstances and environments, effectiveness of internal control system might change as well. For the Company's internal control system, nevertheless, we have set up sound self-superintendence mechanism. As soon as a defect is identified, the Company would take corrective action forthwith.
3. Exactly in accordance with the items of judgment for the effectiveness of the internal control system under "Regulations Governing Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as "Managerial Regulations"), we duly judge whether the internal control system is effective in design and implementation. The items adopted for aforementioned "Managerial Regulations" for judgment of internal control system are the process for management control. The internal control system is composed of five composition elements: 1. Circumstances of control, 2. Risk evaluation, 3. Control operation, 4. Information and communication, and 5. Superintendence. Each and every composing element includes a certain items. For more details regarding the aforementioned items, please refer to contents of the "Criteria".
4. Here at the Company, we have adopted the aforementioned items of judgment over internal control system to evaluate the effectiveness of the design and implementation of the internal control system.
5. On the grounds of the results of evaluation in the preceding paragraph, we are confident that the Company's internal control system in design and implementation as of December 31, 2024 (including the superintendence and management over subsidiaries), including the understanding of the results and efficiency of business operation in accomplishment of the targets, reliability of reports, timeliness, transparency and compliance of the relevant laws and regulations are effective and would reasonably assure accomplishment of the aforementioned targets.
6. The Declaration will function as the key element of the Company's Annual Report and Prospectus and will be made public externally. In the event that the aforementioned made public involve misrepresentation, concealment or such unlawful practice, the Company shall get involved in the legal responsibilities under Articles 20, 32, 171 and 174 of the Securities and Exchange Act.
7. This Declaration has been approved by the Company's Board of Directors on February 19, 2025. Seven directors were in attendance, none kept objecting opinions, and all directors in attendance hereby state their agreement to the contents of this declaration.

INFO-TEK CORPORATION

Chairman: Mr. YuHeng Chiao
General Manager: Mr. ChenYu Liu

B. Where accountant was commissioned to perform ad hoc review on the internal control system, the accountant review report required to be disclosed: N/A

(9) In the most recent year and as of the Annual Report issuance date, the Key Resolutions resolved in the shareholders' meeting and Board of Directors are as below:

1. Significant Resolutions and Implementation Status of the 2024 Annual General Meeting of Shareholders (June 4, 2024)

(a) The summary and important resolutions made at the shareholders' meeting and the status of performance are stated as follows:

A: Approved proposal of recognizing the business report and financial statements of fiscal year 2023.

B: Approved proposal of recognizing the proposal of earnings distribution plan for 2023.

C: Approved the amendment of the Company's "Asset Acquisition or Disposal Procedures"

D: Election of the 13th board of directors.

E: Removal of the non-compete restrictions for the Company's newly appointed directors

(b) Implementation status of the resolutions:

A. The major announcement on the day of the shareholders' meeting was regarding important resolutions of the shareholders' meeting.

B. Set July 17, 2024, as the ex-dividend date and July 31, 2024, as the payment date. (Dividend distribution of NT\$1.8 per share)

C. Conduct the relevant operations in accordance with the amended management regulations, and disclose the revised articles on the company website.

D-E. The amendment registration will be processed in accordance with the election results and relevant legal requirements.

2. Important resolutions of the Board of Directors for the fiscal year 2024 and up to the date of printing of this year's annual report are as follows:

Date	Important Resolution
2024.1.30	1.Approved the Company's Business Plan for the Year 2024. 2.Approved the credit facility arrangements granted by financial institutions to the Company and its investee enterprises. 3.Approved the Company's charitable donation proposal. 4.Approved the distribution of bonuses to the Chairman and managerial officers for the fiscal year 2023. 5.Approved the allocation ratios for employee and director remuneration for the fiscal year 2023.
2024.2.22	1.Approved the total distribution amount of remuneration for directors and employees for the fiscal year 2023. 2.Approved the Company's 2023 Business Report and Financial Statements. 3.Approved the amendment to the Company's "Procedures for Acquisition or Disposal of Assets." 4.Approved the amendment to the Company's "Rules of Procedure for Board of Directors Meetings." 5.Approved the amendment to the Company's "Audit Committee Charter." 6.Approved the re-election of the Company's 13th Board of Directors. 7.Approved the proposal for the schedule and venue for accepting shareholder proposals and board nominations for the 2024 Annual General Meeting. 8.Approved matters relating to the convening of the 2024 Annual General Meeting. 9.Approved the appointment, compensation, and independence assessment of the certified public accountant for the 2024 financial statement audit. 10.Approved the Internal Control System Statement for the fiscal year 2023.
2024.3.27	1.Approved the earnings distribution proposal for the fiscal year 2023. 2.Approved the adoption of the Company's "Mergers and Acquisitions Special Committee Charter" and "Self-Regulatory Guidelines for M&A Information Disclosure." 3.Approved the distribution of individual director remuneration for the fiscal year 2023. 3.Approved the distribution of individual managerial employee compensation and second-half-year bonuses for the fiscal year 2023.
2024.4.23	1.Approved the consolidated financial statements for the first quarter of 2024. 2.Approved the nomination and review of the candidate list for the 13th Board of Directors and Independent Directors.
2024.6.4	1.Approved the election of the Chairman of the 13th Board of Directors. 2.Approved the authorization for the Chairman to open bank accounts, arrange credit facilities, secure financing, and sign transaction-related documents on behalf of the Company. 3.Approved the appointment of three members to the 6th Compensation and Remuneration Committee.
2024.7.31	1.Approved the consolidated financial statements for the second quarter of 2024. 2.Approved the proposal to apply for a financing facility from a bank. 3.Approved the amendment to the Company's "Internal Control - Shareholder Services Operations" for 2024.

	4.Approved the pre-authorization for the Company's certified public accountants, their firms, and related entities to provide non-assurance services to the Company and its subsidiaries. 5.Approved the provision of funds to the Company's investee subsidiary for lending to its subsidiary. 6.Approved the distribution of managerial bonuses and salary adjustments for the first half of 2024 .
2024.10.29	1.Approved the consolidated financial statements for the third quarter of 2024. 2.Approved the addition of the Company's "Sustainable Information Management Control Operations" to the internal control and internal audit procedures. 3.Approved the addition of the Company's "Sustainability Report Preparation and Assurance Procedures." 4.Approved the amendment to the Company's "General Principles of Internal Control" and "Implementation Rules for Internal Auditing." 5.Approved the amendment to the Company's "Internal Audit - Shareholder Services Operations" for 2024. 6.Approved the Company's internal audit plan for fiscal year 2025. 7.Approved the internal adjustment of the Company's certified public accountant.
2025.1.16	1.Discussed the proposal for the Company's 100% owned subsidiary, Essence Electronics (Suzhou) Co., Ltd., to invest in and construct a second factory at its Suzhou facility. 2.Approved the Company's business plan for the fiscal year 2025. 3.Approved the credit facility arrangements granted by financial institutions to the Company and its investee enterprises. 4.Approved the distribution of bonuses to the Chairman and managerial officers for the fiscal year 2024. 5.Approved the allocation ratios of employee and director remuneration for the fiscal year 2024.
2025.2.19	1.Approved the total distribution amount of remuneration for directors and employees for the fiscal year 2024. 2.Approved the Company's 2024 Business Report and Financial Statements. 3.Approved the proposal to acquire additional shares of Taiwan Semiconductor Manufacturing Company, Ltd. 4.Approved the preparation of the Company's Internal Control System Statement for the fiscal year 2024. 5.Approved the Company's charitable donation proposal.
2025.3.27	1.Approved the earnings distribution proposal for the fiscal year 2024. 2.Approved the amendment to the Company's "Articles of Incorporation." 3.Approved the definition of the scope of the Company's grassroots employees. 4.Approved the amendment to the Company's "Procedures for Acquisition or Disposal of Assets." 5.Approved the proposal for the acceptance period and venue of shareholder proposals for the 2025 Annual General Meeting. 6.Approved matters relating to the convening of the 2025 Annual General Meeting. 7.Approved the appointment and independence assessment of the certified public accountant for the 2025 financial statement audit. 8.Approved the distribution of individual managerial employee compensation for the fiscal year 2024. 9.Approved the distribution of individual director remuneration for the fiscal year 2024.

(10) In the most recent year and as of the Annual Report issuance date, different opinions posed by the directors to the key resolutions in the board of directors, as backed with written records or declaration in writing: N/A

2.4 Information on CPAs' fees

Unit: NT\$ thousands

Name of accounting firm	Names of CPAs	Period covered by the CPA audit	Audit fees	Non-audit fees	Total	Remarks
Deloitte & Touche, CPA Accounting Firm	Chun-Ming Hsueh Sheng-Hsiung Yao Szu-Lan Chu	2024/1/1 ~ 2024/12/31	2,700	300	3,000	None

Note1: Non-audit fees - These are expenses incurred for reimbursements and compensation for full-time employees who do not hold executive positions.

Note2: Effective October 1, 2024, the accountant was replaced due to an internal rotation within the accounting firm. Further details are provided below.

(1) When the company changes its accounting firm and the audit fees paid for the fiscal year in which such change took place are lower than those for the previous fiscal year, the amounts of the audit fees before and after the change and the reasons shall be disclosed: N/A

(2) When the audit fees paid for the current fiscal year are lower than those for the previous fiscal year by 10 percent or more, the reduction in the amount of audit fees, reduction percentage, and reason(s) therefor shall be disclosed : N/A

2.5 Information on replacement of Certified Public Accountant

(1) Information regarding the former CPAs

Date of replacement	October 01, 2024		
Reason for replacement and explanation	Internal Rotation Adjustment at Deloitte Touche Tohmatsu Certified Public Accountants		
The internal rotation adjustment is made when the appointee or accountant terminates the appointment or declines to accept it.	<div>Parties</div> <div>Circumstances</div>	CPAs	The Company
	Terminated the engagement	N/A	N/A
	No longer accepted (discontinued) the engagement	N/A	N/A
If the CPAs issued an audit report expressing any opinion other than an unqualified opinion during the 2 most recent years, specify the opinion and the reasons	None		
Disagreement with the Company?	Yes		Accounting principles or practices
			Disclosure of financial reports
			Audit scope or steps
			Other
	No	V	
	Explanation: None		
Other disclosures	None		

(2) Information Regarding the Successor CPAs

Name of accounting firm	Deloitte & Touche, CPA Accounting Firm
Names of CPAs	Chun-Ming Hsueh and Szu-Lan Chu
Date of engagement	October 01, 2024
Subjects discussed and results of any consultation with the CPAs prior to the engagement, regarding the accounting treatment of or application of accounting principles to any specified transaction, or the type of audit opinion that might be issued on the company's financial report	None
Successor CPAs' written opinion regarding the matters of disagreement between the Company and the former CPAs	None

(3) The reply letter from the former CPA regarding the Company's disclosures: N/A

2.6 Where the Company's chairperson, general manager, or any managerial officer in charge of finance or accounting matters has in the most recent year held a position at the accounting firm of its certified public accountant or at an affiliated enterprise of such accounting firm, the name and position of the person, and the period during which the position was held, shall be disclosed:N/A

2.7 Any transfer of equity interests and/or pledge of or change in equity interest by a director, managerial officer, or shareholder with a stake of more than 10 percent during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report:

(1) Changes in directors, managerial officers and Major shareholders

Title (Note 8)	Name	2024		Up to March 31, 2025	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)	Holding Increase (Decrease)	Pledged Holding Increase (Decrease)

Chairman	YuHeng Chiao	0	0	0	0
Director and Major shareholders	Global Brands Manufacture LTD	0	0	0	0
Director	Global Brands Manufacture LTD Representative: YuhSheng Chiou	0	0	0	0
Director	MouMing Ma	0	0	0	0
Director	PengHuang Peng	(703,000)	412,000	(55,000)	943,000
Independent Director	PiLan Chang	0	0	0	0
Independent Director	LanHsin Chang	0	0	0	0
Independent Director	WenYuan Chu	0	0	0	0
General Manager	ChenYu Liu	0	0	0	0
Operation General Manager	YuChen Hsu	709,000	0	0	0
Manager	PoChang Huang	0	0	0	0

Note: Director Peng Peng-Huang tendered his resignation from the Board on April 11, 2025.

(2) Shares trading with related parties: None

(3) Shares pledge with related parties: None

2.8 Relationship information, if among the Company's 10 largest shareholders any one is a related party or a relative within the second degree of kinship of another:

April 20, 2025

Name (Note 1)	Current Shareholding		Spouse's/minor's Shareholding		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top 10 Shareholders, or Spouses or Relatives Within Two Degrees (Note 3)		Remarks
	Number of shares	Shareholding Ratio (Note 2)	Number of shares	Shareholding Ratio (Note 2)	Number of shares	Shareholding Ratio (Note 2)	Name	Relationship	
Global Brands Manufacture LTD	33,270,949	27.44%	0	0%	0	0%	None	None	
Global Brands Manufacture LTD Representative: YuHeng Chiao	398,000	0.33%	0	0%	0	0%	None	None	The Chairman of our company
Giga Investment Co.Ltd.	9,985,834	8.24%	0	0%	0	0%	None	None	
Giga Investment Co.Ltd. Representative: PeiCheng Yeh	0	0%	0	0%	0	0%	None	None	
MeiLing Chen	4,295,317	3.54%	0	0%	0	0%	None	None	
PengHuang Peng	4,080,000	3.37%	00	0%	0	0%	None	None	
YuChen Hsu	1,230,790	1.02%	0	0%	0	0%	Qixiao Hsu	second-degree relative	The General Manager of Operations of our
							BiZhu Huang	first-degree	

								relative	company
Qixiao Hsu	742,853	0.61%	0	0%	0	0%	YuChen Hsu	second-degree relative	
							BiZhu Huang	first-degree relative	
BiZhu Huang	626,083	0.52%	0	0%	0	0%	None	None	
Beili Xue	510,000	0.42%	0	0%	0	0%	YuChen Hsu	first-degree relative	
							Qixiao Hsu	first-degree relative	
Citi-Custodied DFA Emerging Markets Core Equity Separate Account	502,000	0.41%	0	0%	0	0%	None	None	
Cilang Hong	457,000	0.38%	0	0%	0	0%	None	None	

Note 1: The top ten shareholders shall be listed in full; corporate shareholder shall list its name and the names of its proxy separately.

Note 2: The calculation of the shareholding percentage refers to the percentage of shares held in his/her/its own name, or under the name of his/her/its spouse, children under 18 years of age, or others.

Note 3: The relationship between above-listed juristic person shareholders and natural person shareholders shall be disclosed pursuant to the regulations governing the preparation of financial reports of the issuer.

2.9 The number of shares of the same investee held by the Company, its directors, managers and which the Company controls directly or indirectly, with the aggregate shareholding percentages

Investees	Investments of the Company		Investment by directors, supervisor, manager and directly or indirectly controlled company		Comprehensive investments	
	Number of shares	%	Number of shares	%	Number of shares	%
INFO-TEK HOLDING CO.,LTD.	3,700,000	100%	0	0%	3,700,000	100%
SUN RISE CORPORATION	35,500,000	100%	0	0%	35,500,000	100%
INFO-TEK Electronics (Suzhou) CO.,LTD.	-	100%	0	0%	0	100%
Walsin New Energy Corporation	250,000	5%	500,000	10%	750,000	15%

Note: This investment is accounted for using the equity method by the company.

III. Fundraising Overview

3.1 Capital and Shares

(1) Source of Capital

A. Process for the share capital to come into being

Unit: NT\$ /shares

Month/ Year	Par Value	Authorized Capital		Paid-in Capital		Remarks		
		Number of shares	Amount	Number of shares	Amount	Source of Capital	Capital Increased By Assets Other than Cash	Other
1990.12	10	5,000,000	50,000,000	3,000,000	30,000,000	Established Share Capital	None	
1993.08	10	5,000,000	50,000,000	5,000,000	50,000,000	Increment in cash 20,000,000	None	
1996.08	10	10,000,000	100,000,000	10,000,000	100,000,000	Capital increase by earnings 50,000,000	None	
1998.07	10	50,000,000	500,000,000	35,000,000	350,000,000	Increment in Capital by earnings 42,500,000 Increment in Employee Bonus Capitalization 7,500,000 Increment in cash 200,000,000	None	
1999.09	10	50,000,000	500,000,000	49,675,500	496,755,000	Increment in Capital by earnings 52,500,000 Increment in Employee Bonus Capitalization 9,843,750 Increment in cash 49,411,250 Capital Surplus to capital increase 35,000,000	None	Note 1
2000.06	10	120,000,000	1,200,000,000	84,220,139	842,201,390	Increment in Capital by earnings 124,188,750 Increment in Employee Bonus Capitalization 21,257,640 Increment in cash 200,000,000	None	Note 2
2001.06	10	120,000,000	1,200,000,000	93,632,978	936,329,780	Increment in Capital by earnings 42,110,070 Increment in Employee Bonus Capitalization 9,908,250 Capital Surplus to capital increase 42,110,070	None	Note 3
2002.07	10	120,000,000	1,200,000,000	98,325,908	983,259,080	Increment in Capital by earnings 37,453,190 Increment in Employee Bonus Capitalization 9,476,110	None	Note 4
2004.06	10	120,000,000	1,200,000,000	105,558,068	1,055,580,680	Increment in Capital by earnings 58,995,550 Increment in Employee Bonus Capitalization 13,326,050	None	Note 5
2005.03	10	136,060,000	1,360,600,000	120,558,068	1,205,580,680	Increment in cash 15,000,000	None	Note 6
2007.09	10	136,060,000	1,360,600,000	121,218,068	1,212,180,680	Stock option certificate transferred to capital increase 6,600,000	None	Note 7
2007.10	10	136,060,000	1,360,600,000	121,263,068	1,212,630,680	Stock option certificate transferred to capital increase 25,000	None	Note 8
2008.12	10	136,060,000	1,360,600,000	121,450,680	1,212,450,680	Stock option certificate transferred to capital increase 20,000	None	Note 9
2008.12	10	136,060,000	1,360,600,000	115,126,068	1,151,260,680	Cancellation of Treasury Shares 6,137,000	None	Note 10
2010.03	10	136,060,000	1,360,600,000	116,091,068	1,160,910,680	Stock option certificate transferred to capital increase 965,000	None	Note 11
2016.09	10	136,060,000	1,360,600,000	113,251,068	1,132,510,680	Cancellation of Treasury Shares 28,400,000	None	Note 12

2017.08	10	136,060,000	1,360,600,000	112,051,068	1,120,510,680	Cancellation of Treasury Shares 12,000,000	None	Note 13
2017.09	10	136,060,000	1,360,600,000	121,251,068	1,212,510,680	Increment in cash 92,000,000	None	Note 14

Note 1: Approved by letter No. 66620 from the Taiwan Financial Supervisory Commission on July 20, 1999.

Note 2: Approved by letter No. 34442 from the Taiwan Financial Supervisory Commission on April 28, 2000.

Note 3: Approved by letter No. 131023 from the Taiwan Financial Supervisory Commission on May 18, 2001.

Note 4: Approved by letter No. 0910139561 from the Taiwan Financial Supervisory Commission on July 16, 2002.

Note 5: Approved by letter No. 0930126810 from the Taiwan Financial Supervisory Commission on June 17, 2004.

Note 6: Approved by letter No. 0930159708 from the Financial Supervisory Commission on January 06, 2005.

Note 7: Approved by letter No. 09601237630 from the Ministry of Economic Affairs on September 29, 2007.

Note 8: Approved by letter No. 09701071420 from the Ministry of Economic Affairs on March 20, 2008.

Note 9: Approved by letter No. 09701309690 from the Ministry of Economic Affairs on December 11, 2008.

Note 10: Approved by letter No. 09701309690 from the Ministry of Economic Affairs on December 11, 2008.

Note 11: Approved by letter No. 09901080260 from the Ministry of Economic Affairs on April 21, 2010.

Note 12: Approved by letter No. 10501244680 from the Ministry of Economic Affairs on October 14, 2016.

Note 13: Approved by letter No. 1030025062 from the Financial Supervisory Commission on June 25, 2014.

Note 14: Approved by letter No. 1060026559 from the Financial Supervisory Commission on July 25, 2017.

B. Types of issued shares

April 20, 2025/Unit: Shares

Categories of shares	Authorized Capital				Remark
	Outstanding shares	Treasury Stock	Unissued shares	Total	
Common Shares	120,751,068	500,000	28,748,932	150,000,000	OTC Stocks

C. Summary Declaration System: N/A

(2) List of Major Shareholders:

April 20, 2025

Name	Shares	Shareholding	Percentage
Global Brands Manufacture LTD		33,270,949	27.44%
Giga Investment Co.Ltd.		9,985,834	8.24%
MeiLing Chen		4,295,317	3.54%
PengHuang Peng		4,080,000	3.36%
YuChen Hsu		1,230,790	1.02%
Qixiao Hsu		742,853	0.61%
BiZhu Huang		626,083	0.52%
Beili Xue		510,000	0.42%
Citi-Custodied DFA Emerging Markets Core Equity Separate Account		502,000	0.41%
Cilang Hong		457,000	0.38%

(3) Dividend Policy and Implementation

A. Dividend Policy of the company

According to Article 22-1 of our company's bylaws, in the event that the company generates profits in a fiscal year (i.e., after deducting employee and director remuneration from pre-tax profits), a portion ranging from 2% to 10% shall be allocated as employee remuneration. Additionally, a portion not exceeding 2% shall be allocated as director remuneration. However, if the company has accumulated losses, an amount shall be reserved in advance for offsetting the losses. The recipients of the dividends, whether in the form of stocks or cash, include employees of subsidiary companies who meet certain conditions, which are determined by the authorization of the Chairman of the Board. According to Article 23 of our company's bylaws, in the annual financial statements, if there are current-year profits, they should first be used to offset any accumulated losses. Then, 10% shall be allocated as legal reserve, and any required allocation or reversal to special reserve shall be made in accordance with the law. If there is still a surplus after these allocations, along with the accumulated undistributed earnings from the beginning of the period, it shall be available for distribution. The distribution plan shall be formulated by the Board of Directors and approved by the shareholders' meeting. Considering the changing industry environment and the fact that the company has entered the mature stage of its life cycle, in order to meet the future capital needs and long-term financial planning, as well as to satisfy the shareholders' demand for cash inflows, the annual cash dividends distributed shall not be less than 5% of the total shareholder dividends. The company may allocate all or part of the capital surplus as bonus shares in accordance with the relevant laws and regulations, taking into account the profit distribution situation of the current year and balancing the dividend policy. The distribution plan shall be prepared by the Board of Directors and distributed after approval by the shareholders' meeting.

B. Allocation of dividend for the year having been proposed

On March 27, 2025 the Board of Directors proposed the profit distribution plan for the fiscal year 2024, which is expected to distribute a cash dividend of NT\$ 156,976,388 (based on the current outstanding shares of 120,751,068 shares, with a dividend per share of NTD1.3). The dividend distribution is subject to approval at the shareholder meeting on June 18, 2025.

C. If there is a significant change in the expected dividend policy, it should be stated: N/A

(4) The impact of proposed stock dividend on the Company's business performance and earnings per share:

The company, following the proposal approved by the board of directors on March 27, 2025, regarding the distribution of earnings for the fiscal year 2024, plans to distribute a cash dividend of NT\$ 156,976,388. There are no plans to carry out any bonus issues, such as the conversion of earnings or capital reserves. The distribution of dividends is subject to the resolution of the shareholders' meeting scheduled for June 18, 2025.

(5) Employees' and Directors' compensation:

- A. Percentage or range of employees'/directors' compensation stated in the Articles of Incorporation: Article 22-1: In the event that the company generates profits during the fiscal year (i.e., pre-tax income after deducting employee remuneration and director's compensation), a provision of 2% to 10% shall be allocated for employee remuneration. Additionally, a provision of no more than 2% shall be allocated for director's compensation. However, when the company has accumulated losses, an amount shall be reserved in advance for offsetting purposes. The recipients of the distribution, whether in the form of stocks or cash, include subsidiary company employees who meet certain conditions, as authorized by the Chairman of the Board of Directors.
- B. Basis of calculation for employees'/directors' compensation and share-based compensation, And accounting treatment for any discrepancies between the amounts estimated and the amounts paid:
- (1) The basis for estimating the amount of employee remuneration and director's compensation for the current period: It is based on the pre-tax net profit as of the end of the period, estimated within a certain percentage range as specified in the Articles of Incorporation.
 - (2) Calculation basis for employee remuneration in the form of stock distribution: N/A
 - (3) Accounting procedures for when there is a discrepancy between the estimated and actual amount: If there is a material change in the amount resolved by the Board of Directors for distribution prior to the approval and issuance date of the annual financial report, such change shall be adjusted against the originally set aside annual expenses. If the amount continues to change after the approval and issuance date of the annual financial report, it shall be treated as a change in accounting estimate and adjusted in the accounts of the following year.
- C. Compensation approved by the board of directors:
- (1) The amount of employee remuneration and director's compensation distributed in cash or stock: The Board of Directors approved the distribution of employee cash remuneration for the fiscal year 2024 in the amount of NT\$15,522,274 and director's compensation of NT\$5,718,733 on February 19, 2025.
 - (2) Differences, reasons, and treatment of variances between the estimated amounts and the recognized expenses for the fiscal year: N/A
 - (3) Amount of employee remuneration in the form of stock distribution and its proportion to the post-tax net income and total employee remuneration for the period: N/A
- D. Allocation of compensation to employees and directors in the preceding year with significant discrepancy of the acknowledgment of bonus to employees and compensation to directors, the causes, and countermeasures:
- (1) Distribution of employee cash remuneration, stock-based remuneration, director's and supervisor's remuneration: The company distributed employee cash remuneration of NT\$ 24,234,709 and director's remuneration of NT\$ 8,928,577 for the fiscal year 2023.
 - (2) Differences, reasons, and treatment of variances between the recognized employee remuneration and director's and supervisor's remuneration: N/A

(6) Share buybacks

A. Executed transactions:

Repurchase Session	The Seventh Time
Purpose of buy-back	Transfer to employees
Timeframe of buy-back	2022/5/31 - 2022/7/29
Price range	NT\$60-75 per share
Class, quantity of shares repurchased	Common Stock 500,000 shares
Value of shares repurchased	NT\$34,105,242
Quantity of repurchased shares as a percentage of total shares to be repurchased	100%
Shares Cancelled / transferred	0
Accumulated number of company shares held	500,000 shares
Percentage of total company shares held	0.41%

B. Ongoing executions: N/A.

3.2 Issuance of Corporate Bonds: N/A.

3.3 Issuance of Preferred Shares: N/A.

3.4 Issuance of Global Depositary Receipts: N/A.

3.5. Status of employee stock option plan and Status of employee restricted stock: N/A.

3.6 Status of new shares issuance in connection with mergers and acquisitions: N/A.

3.7. Progress on planned use of capital: N/A.

IV . Overview of Business Operations

4.1 Business activities

A. Main Content of Operating Activities

- (a) CC01080 - Electronics Components Manufacturing
- (b) CF01011 - Medical Materials and Equipment Manufacturing
- (c) CB01020 - Office Machines Manufacturing
- (d) CC01030 - Electrical Appliances and Audiovisual Electronic Products Manufacturing
- (e) CC01120 - Data Storage Media Manufacturing and Duplicating
- (f) CC01060 - Wired Communication Equipment and Apparatus Manufacturing
- (g) CC01070 - Telecommunication Equipment and Apparatus Manufacturing
- (h) CE01030 - Optical Instruments Manufacturing
- (i) F113020 - Wholesale of Household Appliance
- (j) F113050 - Wholesale of Computers and Clerical Machinery Equipment
- (k) F113070 - Wholesale of Telecommunication Apparatus
- (l) F116010 - Wholesale of Photographic Equipment
- (m) F119010 - Wholesale of Electronic Materials
- (n) ZZ99999 All business items that are not prohibited or restricted by law, except those that are subject to special approval.

B. Ratio of Operating Revenue

Information disclosed from a consolidated perspective (basis) includes:

Unit: NT\$ thousands

Item \ Year	2023		2024	
	Amount	Weighting	Amount	Weighting
EMS-PCBA	6,293,155	94.22	7,036,329	96.05
Other	386,290	5.78	289,684	3.95
Total	6,679,445	100	7,326,013	100

Note: EMS (Electronics Manufacturing Services) refers to professional electronic product manufacturing services. The main service offerings include PCB assembly, semi-finished product assembly, and finished product assembly.

C. Current Products (Services) of the Company

The main products and service offerings of our company are in the field of professional electronic manufacturing services (EMS). A detailed description is provided below:

① Differentiating by service offerings:

- A. PCBA (Printed Circuit Board Assembly) Contract Manufacturing Service
- B. Electronic Component Procurement Service
- C. Semi-Finished, Finished, and System Assembly Service
- D. Functional Testing Service
- E. Repair Service

② Differentiating by application domains:

- A. Automotive Electronic Products
- B. Industrial Control Products
- C. Defense and Aerospace Products
- D. Wireless Communication Products
- E. Cloud Application Products
- F. Medical Equipment-related Products
- G. LED Control Boards
- H. Computer Motherboards
- I. Consumer Electronics Products

D. New Products (Services) Planned to be Developed

Our company will continue to strive towards improving factory production processes, automation, and enhancing engineering capabilities. The Research, Development and improvement plans for the fiscal year 2024 are as follows:

- (1) Develop and implement new processes based on customer needs and product development directions to increase production capacity and yield while reducing material and labor costs.
- (2) Improve quality control measures, ensuring that all test stations achieve 100% electrical performance and CCD or 3D inspection.
- (3) Enhance automated production solutions to support complex process contract manufacturing, improving production capacity and yield while reducing costs.

(2) Overview of the Industry

(a) Current Situation and Development of the Industry

The current status of the Electronics Manufacturing Services (EMS) industry, which our company is primarily engaged in, is as follows:

Electronics Manufacturing Services (EMS) refers to the provision of manufacturing services without proprietary brands, focusing solely on producing products commissioned by clients. EMS covers a broad range of products, including not only PC-related industries but also automotive electronics, industrial control boards, networking and communication devices, consumer electronics, medical and measuring instruments, and even military and aerospace industries.

Since its establishment, our company has been providing EMS services for various electronic products, specializing in PCB assembly. The core of this service involves using Surface Mount Technology (SMT) to assemble microprocessors, memory, and other electronic components onto PCB boards using high-speed machines. This process connects the circuit paths on the board, thereby enabling the design functionality of the PCB. Subsequent steps include applying conformal coating, thermal adhesive, assembly, and securing the casing. After final functional testing, the finished products are shipped to customers.

Surface Mount Technology (SMT) is widely used in the manufacturing of various electronic products, including computers and peripherals, optoelectronics, networking, communication electronics, consumer electronics, medical electronics, automotive electronics, industrial electronics, military electronics, and aerospace electronics. The following outlines the current situation and future prospects of the EMS industry in which our company's PCBA sector operates:

① Professional Division of Labor and Outsourcing Trends Favor Business Expansion

The global electronics industry has shifted from standardized specifications in the PC era to emphasizing customized specifications, such as in mobile devices and new energy vehicles. With the rise of emerging markets, the trend towards lower-priced electronic products and shorter product life cycles has emerged. On a global scale, factors such as the rise of Chinese brands, the conglomerate business model in South Korea, and the reindustrialization efforts in the United States present challenges and threats to Taiwan's electronics industry. To maintain its core competitiveness, Taiwan's electronics industry is adjusting its operational structure by increasing outsourcing of manufacturing to professional PCBA EMS providers, enabling them to offer fast, small-batch, and diverse manufacturing services.

② Increasing Scale and Specialization of PCBA Manufacturers

Electronics manufacturers are outsourcing production to reduce inventory costs and secure sufficient capacity. As a result, they typically require contract manufacturers to provide complete services, including material procurement and assembly, to meet the demands for small-batch, diverse, and just-in-time production. To meet these outsourcing needs, only manufacturers with significant scale and flexibility can handle small-volume, diverse, and ever-changing orders.

③ Expanding Application Range and Promising Market Growth

PCBA technology is used in a wide variety of products, and as electronic products continue to evolve, new applications are emerging. These include IT products, wireless networking devices, cloud-based applications, smartphones, tablets, USB drives, LED products, automotive electronics, industrial computers, medical instruments, and aerospace electronics. With the booming demand for 5G applications, cloud servers, industrial IoT, automotive electronics, electric vehicles, and smart home technology, the overall demand for electronic product contract manufacturing services continues to grow.

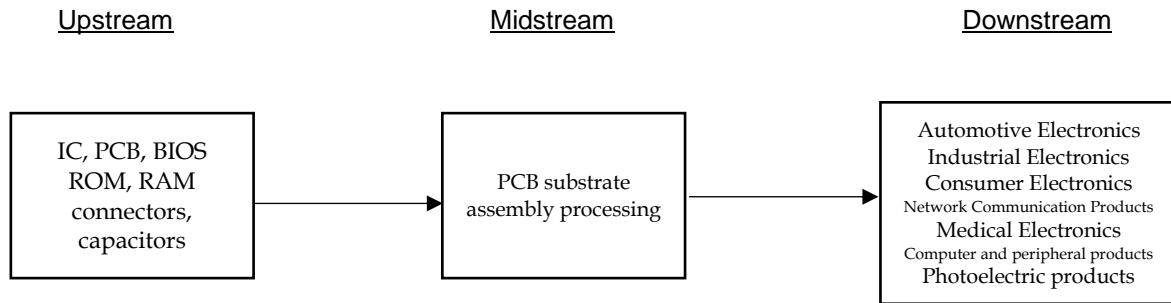
④ Offering Diversified Services to Enhance Added Value

The services provided by PCBA manufacturers have evolved from simple consignment processing to include a full range of services, including component procurement management, manufacturing, assembly, mass production, testing, system integration, distribution support, and maintenance services. This comprehensive service model adds significant value for customers.

(b). Relevance to Upstream, Midstream and Downstream Suppliers in the Industry

The diagram below illustrates the main products of our company and their relationships with the

upstream, midstream, and downstream industries:



(c) Trends of Product Development and Competition

- ① Providing customers with a comprehensive solution (Total Solution): EMS providers, in addition to manufacturing, must also include front-end services such as product prototype design and material management, as well as back-end services such as product assembly, testing, distribution, maintenance, and after-sales support, forming a complete electronic manufacturing service.
- ② Improving Process Technology: To meet the trend of electronic products becoming lighter, thinner, and smaller, EMS and PCB assembly manufacturers must continuously improve their full-process production technology, including SMT, PTH, COATING, assembly, and functional testing. This is essential to achieving higher production yields and comprehensive product traceability, in order to meet increasingly stringent product quality and control requirements.
- ③ Adjusting Service Products in Response to Market Development: With the market's changing mainstream products, EMS contract manufacturers are gradually accepting the outsourcing of different types of electronic products, such as motherboards for computers, USB drives, SSDs, and memory modules (RAM Modules), LED street light driver modules, wireless networking products, cloud application servers, multifunctional office machines, automotive electronic control boards, automotive battery management systems, and medical devices such as medical displays.
- ④ Lead-free and Halogen-Free: In line with environmental protection and related regulations, the content of specific harmful substances in electronic products must be reduced or eliminated. The European Union has completely banned the use of lead-containing electronic products, and any products exceeding the standard lead content are either prohibited or conditionally allowed for import. Therefore, PCB assembly manufacturers have adopted lead-free and cadmium-free processes and have transitioned their products to be entirely lead-free. Our company has updated its processes and materials according to the latest laws and regulations, ensuring compliance with ROHS and halogen-free requirements to meet customer needs.
- ⑤ Expansion of production base in China: Initially, due to cost advantages in land, factory buildings, and labor, electronic manufacturing companies sought lower production costs by establishing production bases in China. With the clustering effect of the production supply chain, many manufacturers moved their production focus to China. In recent years, China has become a top region for the domestic market, with a large consumer market and numerous growing customer groups. This presents an excellent opportunity to expand capacity and serve customers and markets more locally.

(d) Competitive situation of the products

Our company currently offers a range of services, including printed circuit board assembly (PCBA), electronic component procurement, and electronic product assembly. We are a professional PCBA Electronics Manufacturing Services (EMS) provider. In Taiwan, there are several companies engaged in this industry, with small and medium-sized enterprises accounting for more than half. Larger companies include Foxconn, Pegatron, Wistron, Quanta, Taiwan Surface Mounting Technology (TSMT), and TAI-YUNG Electronics, among others.

Currently, in this industry, competition among PCBA providers for orders is fierce, and this situation continues as the industry shifts to mainland China. In recent years, in addition to Taiwanese businesses, many mainland Chinese companies have also entered the industry, further intensifying the competition.

When selecting contract manufacturers, electronic companies often focus on evaluating factors such as the SMT production capacity of the contract manufacturer, process technology, product quality, delivery speed, and material supply capabilities. Therefore, EMS providers must invest in purchasing machinery and equipment, cultivate professional engineering talent to improve process technology, enhance procurement capabilities for electronic materials, strengthen inventory control, and maintain a strong financial foundation to meet this competitive trend.

(3) Technology and R&D

(1) Technical Levels and Research and Development of Business Operations

Our company is a professional contract manufacturer specializing in the assembly and processing of electronic products. The services we provide include SMT (Surface Mount Technology), PTH (Through-Hole Technology), TEST (various process inspections and tests), and Case Assembly (full product mechanical assembly), among others.

As the demand for contract manufacturing services becomes more advanced and diverse, and the quality requirements continue to increase, our company, based on the principle of being a reliable partner for our customers, has continually developed various process technologies that meet customer needs. Since its founding in 1990, our company has accumulated extensive experience in advanced process technologies through the development of various products, and has also nurtured many skilled professionals in the electronics industry.

As the market evolves and new products emerge, we provide customers with different levels of technical support services. Our company has previously provided services for products such as desktop computer motherboards, computer peripheral cards, scanners, CD-ROMs, Set-Top Boxes, cable modems, network communication cards, card readers, ADSL, wireless LAN, digital cameras, laptop motherboards, Combo CD drives, DVD-ROMs, TFT-LCD driver control boards, flexible circuit boards for mobile phones, industrial control products, medical device products, defense and aerospace products, cloud application products, enterprise-level and high-end gaming motherboards, heavy machinery control modules, automotive electronic products, new energy vehicle products including battery management systems (BMS), microcontrollers (MCU), ADAS system modules, and more.

These various products require significantly different processes and technologies, but our company has refined its process technology to offer services tailored to the needs of customers at different stages. As electronic products continue to evolve, production processes are constantly updated. Our company will continue to research and develop the latest production technologies to meet customer needs and achieve a win-win goal for both parties.

(2) R&D Expenses in the Recent Fiscal Year: NT\$246,387 thousand, accounting for approximately 4% of the annual revenue.

(3) Successful Technological Developments or Products

The significant process improvements undertaken by our company in the past three years are listed as follows:

In 2024,

- ① Continued the application for intellectual property rights including software copyrights, invention patents, and utility model patents. The Suzhou factory filed 7 utility model patents and 2 invention patents in 2024.
- ② Introduced automated production in the BMS project using single-line flow to save labor and improve quality.
- ③ Introduced automatic sample board comparison testing in all functional test stations. A mechanism was implemented to trigger automatic alarms and lock the machine if the direct pass rate falls below the target value, with all maintenance and care being managed under system control, achieving mistake-proofing.
- ④ Implemented mobile tooling for all test stations to reduce the risk of collision when manually placing boards, improving product quality.
- ⑤ Introduced panelized production at the coating station to enhance capacity. The unit area production capacity of the assembly line was doubled.
- ⑥ Optimized the underfill process, added preheating functionality, and increased production

capacity by double for single-line production.

In 2023

- ①Continued the application for intellectual property rights, including software copyrights, invention patents, and utility model patents. The Suzhou factory filed 9 utility model patents, 2 invention patents, and 3 software copyrights in 2023.
- ②Introduced a 100% aging process for passenger car projects, significantly improving product reliability.
- ③All thermal-cured conformal coating production lines were equipped with 100% double-sided AOI (Automated Optical Inspection) to ensure product quality, streamline processes, and reduce labor costs.
- ④Completed the development of centralized control software for program management, enabling program scanning and invocation to fully avoid human error risks.
- ⑤Converted the manual placement of aluminum bars in the 12V project to equipment mounting, saving labor and improving quality and capacity. Panelized production was also introduced, doubling production capacity.

In 2022,

- ①The Suzhou plant filed a total of 8 utility model patents and 5 invention patents.2022 Filed a total of 8 utility model patents and 5 invention patents in the fiscal year 2022.
- ②Developed a fully automated production line for customer passenger vehicle projects.
- ③Developed routing-based dynamic vacuuming processes and automated adhesive attachment processes for wire harness board products to enhance automation in production.
- ④Developed a bottom filling adhesive process for automotive BGA (Ball Grid Array) components to meet the requirements of next-generation automotive products.

(4)Long and Short-term Business Development Plans:

(1) Short-term Development Plan

①Marketing Strategy

- A. Continue to expand into new energy vehicle products, including the three electric systems (battery, motor, and electric control), hydrogen energy, and explore emerging markets such as low-altitude flight.
- B. Strengthen relationships with existing customers by improving service and product quality, while also expanding orders for other product lines from these customers to enhance mutual cooperation.

②Production Strategy

- A. Improve production efficiency and reduce lead time: Provide lean, fast, and flexible production capabilities by utilizing extensive automation equipment to increase production efficiency and quality, reduce costs, enhance competitiveness, and reduce inventory risks.
- B. Strategic procurement to ensure raw material delivery schedules and pricing, and to coordinate production and sales to ensure supply and reduce inventory risks.

③Operational and Financial Strategy

- A.Establish and implement directives, execute and implement through collaborative cooperation, adopting an attitude of turning the impossible into possible.
- B.Proactively care for employees, strengthen employee benefits, implement reward and punishment systems, cultivate professional talents, enhance technology and services to create recruitment and competitive advantages.
- C.Strengthen inventory and accounts receivable management to reduce asset impairment losses.
- D.Strengthen fundraising and deployment capabilities to meet the needs of future business growth.
- E.Construct a sound management information system to facilitate the integration of internal company resources and make informed operational decisions.

(2) Long-term Development Plan

①Operational Strategy

A. Business Principles:

- (1) Uphold the spirit of integrity, respond promptly, provide accurate feedback, and offer customers more comprehensive services in terms of delivery and quality.
- (2) Continuously enhance the value of professional manufacturing services in high-competitive sectors such as new energy, automotive electronics, and industrial control.
- (3) Implement management: Strengthen internal control, establish effective, swift, and accurate internal processes to reduce risks and enhance cost control.

- (4) Talent Cultivation: Proactively care for employees, strengthen employee benefits, implement reward and punishment systems. Establish a New Energy Intelligent Industry Academy to fulfill social responsibilities, cultivate professional talents, enhance technology and services, create favorable recruitment and competitive advantages, and continuously enhance the group's brand influence.
- B. Continuously innovate to break through the current predicaments; constantly reform to address the existing deficiencies; continuously search for the direction of survival, using new systems, new process technologies, new products, new markets, and new service capabilities to enhance market competitiveness.
- C. Continuously monitor geopolitical risks and opportunities and utilize the production flexibility of the two factories across the strait to seize the best business development opportunities.

②Marketing Strategy

- A. Continuously expand the automotive electronics market, such as autonomous driving, connected cars, and new energy tri-electric systems, and expand the market range to global markets.
- B. Coordinate with production and marketing strategies to expand into new fields and markets, adjust service products and customers, and carry out vertical integration of the upstream and downstream supply chain to ensure sustained competitiveness and market share.
- C. Utilize core technologies of key components and our own EMS production capabilities to form vertical integrated production advantages, striving for cooperation relationships with international major factories.

③Production Strategy

- A. Continuously enhance manufacturing production technology and promote systematic improvement work to achieve higher production accuracy and yield, pursue zero defects, and provide world-class customer quality assurance.
- B. Continuously invest in automated equipment to improve production efficiency and quality, reduce costs, and increase competitiveness.
- C. Strategic procurement to ensure the delivery and price of raw materials, coordinate production and sales execution to achieve supply guarantee and reduce inventory risks.
- D. Utilize group resource advantages to obtain cross-regional manufacturing resources and component material supply advantages.
- E. Utilize national-level CNAS laboratory testing and analysis capabilities to provide advantages surpassing peer competitors and offer more diversified services.

④Operational and Financial Strategy

- A. Strengthen education and training and actively cultivate middle and high-level executives to meet the talent needs of company growth.
- B. Utilize diverse capital market fundraising channels to strengthen financial structure and corporate constitution, and coordinate with the company's operational scale growth to enrich the management team and enhance the company's reputation and image, steadily moving towards large enterprise development.
- C. Construct a sound management information system for the entire group to facilitate the integration of group internal resources and make excellent operational decisions.
- D. Proactively care for employees, strengthen employee benefits, implement reward and punishment systems. Establish a New Energy Intelligent Industry Academy to fulfill social responsibilities, cultivate professional talents, enhance technology and services, and create favorable recruitment and competitive advantages.

4.2 Market analysis and sales overview

(1) Market Analysis

A. Sales of main products (services)

Information disclosed from a consolidated perspective (basis) includes:
Unit: NT\$ thousands

Year Sale area	2023		2024	
	Amount	%	Amount	%
Taiwan	290,124	4.34	138,643	1.89
China	6,198,595	92.81	7,024,990	95.90
Asia	18,493	0.28	6,391	0.09

America	12,999	0.19	41,365	0.56
Europe	159,234	2.38	114,624	1.56
Total	6,679,445	100.00	7,326,013	100.00

2. Market Share and Future Supply-Demand Situation and Growth Potential

(1) Market Share

In Taiwan, apart from our company, the major competitors in the PCB board processing and assembly industry include listed companies such as Wistron Information Technology, Pan-International Industrial Corp., Taimide Tech, and Weltrend Electronic, among others. However, due to the widespread presence of PCBA outsourcing in all electronics-related industries, including the IT industry, display industry, communication industry, medical equipment industry, automotive electronics industry, aerospace industry, etc., there is no relevant comparative basis available for estimating market share.

(2) Future Supply-Demand Situation and Growth Potential

Our company's main products in the EMS business are automotive electronics and industrial control products. The future prospects for the market are described as follows:

A. Automotive Electronics:

Over the past 30 years, approximately 70% of automotive technological innovations have stemmed from breakthroughs in automotive electronics. With the rapid development of electronic technologies, significant progress has been made in automotive performance, fuel efficiency, safety, comfort, and reducing exhaust emissions. In the future, these electronic technologies will continue to drive industry development, advancing the global automotive industry towards intelligent and electric vehicles.

According to research by Grand View Research, the global automotive electronics market reached a size of USD 262.6 billion in 2023, and is expected to grow at a compound annual growth rate (CAGR) of 8.8% from 2024 to 2030, indicating that the market is still in a high-growth phase. With continuous technological innovation and increasing demand, this market will continue to expand and become the core driving force of the global automotive industry.

In terms of energy-saving, various sectors of the automotive industry are actively developing energy-saving technologies, with the focus of future development being on new energy vehicles and electric vehicle technologies. Particularly, the three-core systems of new energy vehicles—the vehicle controller, motor controller, and battery management system—are closely linked to automotive electronics technologies and will bring huge opportunities to the future market.

Our company's factories in Taiwan and China have passed the IATF16949 automotive electronics management system certification, and in recent years, we have been actively expanding our customer base in the automotive electronics sector. Since 2016, products for multiple automotive electronics customers have gradually gone into mass production. By 2024, the revenue from automotive electronics products accounted for 89% of our overall consolidated revenue, demonstrating the strong growth of our company in this field.

In terms of energy conservation, all aspects of the automotive industry are developing energy-saving technologies. New energy vehicles and electric vehicle technologies are also major future development directions, including the tri-electric system of new energy vehicles, which includes vehicle control units, motor controllers, and battery management systems. These are closely related to automotive electronics. Both of our company's factories in Taiwan and mainland China have passed the IATF16949 automotive electronic management system certification and have been aggressively introducing automotive electronics-related customers in recent years. Since the fiscal year 2016, several automotive electronics customers have started mass production, with automotive electronics products accounting for 85% of our company's consolidated revenue in fiscal year 2023.

B. Industrial Control Products:

Industrial Control Systems (ICS) refer to a range of control systems and associated instrumentation used in process control. Currently, our industrial control products are primarily applied in the field of excavating machinery. According to data from the China Construction Machinery Industry Association, in 2024, the sales of excavators in China will reach 201,000 units, marking a 3.13% increase compared to the previous year. Of these, 101,000 units were sold domestically, an increase of 11.7% year-on-year, while 100,000 units were exported, a decrease of 4.24%.

Looking ahead to 2025, benefiting from accelerated infrastructure investment, the release of demand

for equipment updates, and policy support, cumulative sales in January and February reached 32,000 units, a year-on-year increase of 27.2%. Although real estate investment has not yet significantly rebounded, the overall excavator market is showing signs of recovery. As a professional EMS provider for industrial control equipment in the excavating machinery sector, our company will continue to focus on this field and strive to seize future market opportunities. (3) Competitive Advantages

①Advanced Production and Process Technology:

Since its establishment, our company has actively enhanced its technology and manufacturing processes by introducing advanced equipment and technologies, including SMT equipment, inspection equipment, no-clean processes, double-sided processes, lead-free processes, and laser automatic inspection systems to strengthen product competitiveness. In response to the trend of thinner and lighter electronic products, we continue to improve precision component placement capabilities and PCB substrate processing technology to ensure the best service for our customers. Additionally, the company has obtained IATF16949 certification for automotive electronics, ISO13485 certification for medical products, and AS9100 certification for aerospace products, further enhancing our quality management capabilities.

②Ensure economies of scale in mass production and high manufacturing flexibility:

With extensive experience in the EMS contract manufacturing industry, our company has established large-scale production lines with a high degree of automation, outstanding production efficiency, and excellent flexibility. This enables us to respond quickly to changing customer demands and urgent production orders.

③ Comprehensive Manufacturing Base:

Our company operates manufacturing sites in Hsinchu, Taiwan, as well as Suzhou and Anhui in China, effectively leveraging cross-strait division of labor to reduce production costs and enhance logistics management efficiency, providing localized services to our customers

④Professional Management Team:

Our company boasts a highly experienced management team, with senior executives who are industry veterans possessing deep expertise in key product technologies. This allows us to respond swiftly to market changes, maintain a stable competitive advantage, and sustain our leadership position in the industry.

(4) Factors Favoring Future Development

①Taiwan and China have a complete electronic industry supply chain.

Taiwan and China have a complete and internationally competitive electronic industry supply chain, with a well-established upstream and downstream ecosystem. This ensures convenient access to raw materials, stable supply, and cost advantages.

②Growing Demand for Electronic Products and Outsourcing Trends

As major electronics manufacturers increasingly outsource production, EMS companies can effectively reduce manufacturing and overall process costs, making cost control a key advantage. The continued growth of the electronics industry and the rising trend of outsourcing will further drive the development of the EMS sector.

③Experienced Technical Team with High Efficiency and Flexible Production Capabilities

Our company possesses an experienced technical team capable of delivering high efficiency and flexible production. The products we manufacture are of superior quality.

④High Entry Barriers in Automotive Electronics with Strict Quality Requirements

The automotive electronics industry has high technical entry barriers and stringent quality standards. Leveraging our existing customer relationships and extensive experience, our company is actively expanding collaboration opportunities in the automotive electronics sector to further enhance our competitive edge.

(5) Unfavorable Factors for Development Prospects and Corresponding Strategies

①Geopolitics Risks and U.S. Tariff Policies

Corresponding Strategies:

A.Enhance the technical capabilities and cost efficiency of our Taiwan production base while exploring orders from regions outside of China.

B.Align our China-based manufacturing operations with China's self-sufficiency policies and expand our presence in the "red supply chain."

C.Actively monitor and analyze trade policy changes in various countries, proactively seeking opportunities to secure favorable terms in potential trade agreements and mitigate the negative impacts of trade barriers.

② Export Products Are Significantly Affected by Exchange Rate Fluctuations, and Sharp Appreciation or Depreciation Will Have an Impact.

Corresponding Strategies:

- A. Dynamically adjust USD holdings based on funding needs and exchange rate fluctuations, determining the optimal timing for currency exchange, payment settlements, and foreign currency loan repayments.
- B. Adjust the currency structure of accounts receivable and payable, as well as foreign currency asset and liability allocations, to minimize net exchange rate exposure and achieve natural hedging effects.
- C. Consider exchange rate fluctuations when quoting prices to customers, ensuring the company maintains reasonable profit margins.
- D. Closely monitor real-time exchange rate information and plan foreign exchange hedging strategies accordingly.

③ Intense Price Competition in the New Energy Vehicle Industry, Squeezing Profit Margins

Corresponding Strategies:

- A. Diversify product offerings and expand order coverage to mitigate the impact on individual products.
- B. Optimize production costs and supply chain management.
- C. Enhance process improvements and manufacturing flexibility to meet customer demands while creating differentiation advantages.

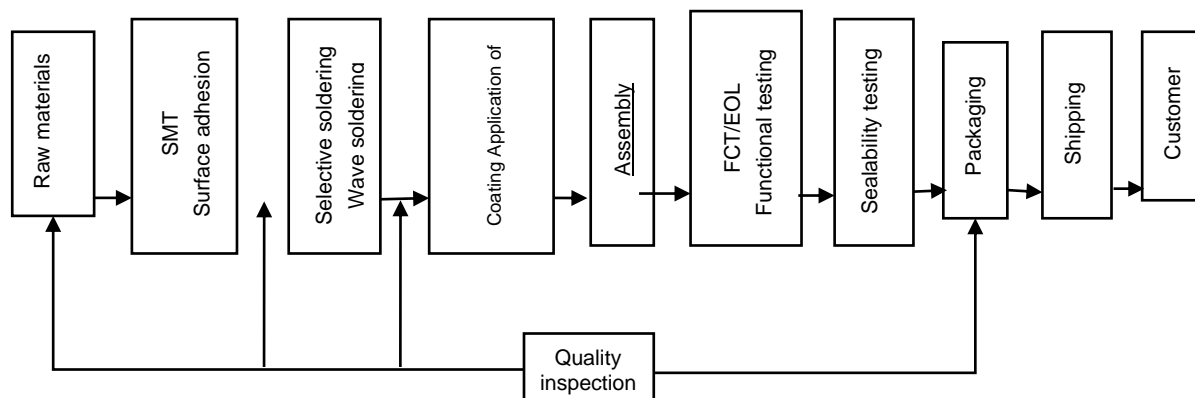
(II) Significant Uses and Manufacturing Processes of Main Products

(1) Significant Uses of Main Products

- ① Automotive Electronics: With the rise of the new energy vehicle market, essential automotive electronic systems such as Battery Management Systems (BMS), Advanced Driver Assistance Systems (ADAS), and Vehicle Security Systems have become indispensable components in modern automobiles.
- ② Construction Machinery Products: China is currently the world's largest market for construction machinery, with an increasing application of corresponding electronic control units. As the 14th Five-Year Plan emphasizes rural urbanization and stricter environmental regulations for construction machinery emissions, the demand for equipment replacement will continue to grow, presenting a promising niche market for us
- ③ Smart Home Products: The COVID-19 pandemic has increased the demand for smart home solutions due to extended home isolation. Simultaneously, the gradual adoption of 5G IoT applications has further expanded Smart Home usage. These applications include:
 Security & Surveillance: Surveillance cameras, DVRs, electronic locks, door/window sensors, smoke detectors, and temperature/humidity sensors.
 Home Entertainment: Smart TV boxes, smart TVs, Chromecast devices, and smart speakers.
 Smart Appliances: Connected refrigerators, washing machines, robotic vacuum cleaners, smart air conditioners, connected air purifiers, and smart fans.
 Home Care: Health smart bands, smartwatches, connected blood pressure monitors, connected glucose meters, automatic pet feeders, and emergency call devices.
- ④ Industrial Computers: With advancements in technology and increasing demand for convenience, industrial computers have expanded into every aspect of daily life. Their applications now extend beyond manufacturing to industries such as finance, telecommunications, and public infrastructure. Industrial automation and smart living are the key development areas. Current applications include: Automated control and servers used in public systems, such as metro card readers, ticket vending machines, ATMs, KTV song selection machines, and CTI (Computer Telephony Integration) systems. Defense and navigation systems, intelligent transportation systems, environmental monitoring systems, and specialized measuring instruments.
 The four main applications of industrial computers include industrial automation, industrial and lifestyle automation, computer-telecom integration, and internet applications.
- ⑤ Medical display products can be divided into four major categories: 1. Diagnostic displays; 2. Image capture displays; 3. Surgical displays; 4. Clinical monitoring displays.
- ⑥ Other Information, Communication, and Consumer Electronics Products or Motherboards serve as platforms for the operation of 3C products or vital components connecting to other network devices, essential components for the system product.
- ⑥ Other Information, Communication, and Consumer Electronics Products or Motherboards: These products serve as essential platforms for the operation of 3C (Computer, Communication, and Consumer Electronics) devices or as critical components for connecting other network communication devices, making them indispensable parts of such systems.

(b). Manufacturing Processes of Main Products

Our company's EMS PCBA production manufacturing process:



Note: The electronic products manufactured by our company, in addition to TFT-LCD driver control boards, generally follow the production processes outlined above.

(3) Quality of Supplied Main Raw Materials

Raw materials/ Company	Supplier
Chipsets	CATL、LANTRONIX、CEAC、ARROW、Melexis、ZLG ELECTRONICS (HONG KONG) CO., LIMITED、Powertek、STARDAY、intron-tech、GZLG
Printed Circuit Boards	camelotpcb、SCC、CIA、OLYMPIC、nushinotech、techwise-circuits、hannstarboard、Kinwong、Fineline、HOIHO
Connectors	IMS、ACCESS ELECTRONICS、Iltech、Integ、Amphenol Socapex、Eastes、AWOWA、CHENGMAO、Silandtek、ASK

(4) The name of the suppliers (clients) and the amount and proportion of the goods in which the 10% total amount of goods has been accounted for in either of the two most recent years, and the reasons for the increase or decrease.

A. Suppliers accounted for at least 10% of annual consolidated net procurement in recent two years

Unit: NT\$ thousands

2023				2024			
Company Name	Amount	Net procurement percentage for a company %	Relation to the Company	Company Name	Amount	Net procurement percentage for a company %	Relation to the Company
			-	A	746,601	13.92%	-
Other	4,558,117	100%	-	Other	4,728,686	86.08%	

Total net procurement	4,558,117	100%	-	Total net procurement	5,493,287	100%	-
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B. Customers that accounted for at least 10% of annual consolidated net revenue in recent two years

Unit: NT\$ thousands

2023				2024			
Customer Name	Amount	As % of total net Revenue	Relation to the Company	Customer Name	Amount	As % of total net Revenue	Relation to the Company
A	1,679,848	25.15	None	A	2,725,683	37.21	None
D	1,038,159	15.54	None	B	1,013,539	13.83	None
C	989,412	14.81	None	C	659,775	9.01	None
Other	2,972,026	44.50	-	Other	2,927,016	39.95	-
Revenue	6,679,445	100.00	-	Revenue	7,326,013	100.00	-

4.3. Workforce Structure

Year		2023	2024	2025.3.31
Number of Employees	Direct Labor	1,542	2,110	1,919
	Indirect Labor	523	552	536
	Total	2,065	2,662	2,455
Average Age		27.27	27.74	28.24
Average Years of Service		2.28	2.00	2.19
Education Level Percentage (%)	Doctor	0.00	0.00	0.00
	Master	0.44	0.34	0.49
	College	19.18	18.56	19.39
	High school	67.41	68.97	67.37
	Below High school	12.98	12.13	12.75

4.4. Disbursements for Environmental Protection

A. Significant environmental capital expenditures in the past year and future projections:

1. Our company is committed to corporate sustainability and fulfilling its responsibilities as a good corporate citizen by actively investing in environmental protection. In recent years, in addition to taking active measures in pollution prevention and control, we have also focused on energy conservation. Apart from the ongoing replacement of energy-saving light bulbs, in the past year, we have systematically assessed our factory equipment and allocated necessary funds to replace inefficient air conditioning equipment and cooling towers, while installing precision electronic instruments to accurately measure power consumption and achieve energy savings. Furthermore, we are committed to conducting deep maintenance on air compressors and chillers, which yield better energy-saving results, while also regularly cleaning and maintaining cooling towers to enhance their efficiency.

2. The aging factory water pipes and suspected leakage from underground water storage tanks have led to the wastage of water resources. It is anticipated that a improvement plan will be proposed in April 2024, with the improvement project expected to be completed by mid-year.

B. Company's response to environmental directives:

Our company has obtained certification in ISO 14001:2015 Environmental Management System and IECQ QC 080000: 2017 Hazardous Substance Process Management System. We uphold the values of cherishing natural resources, pollution prevention, and continuous improvement. We actively promote green products, implement recycling mechanisms, and strive to achieve reduction and elimination of hazardous substances (HSF) in our products and production processes, in compliance with the environmental requirements of RoHS and WEEE, and to achieve HSF goals. Additionally, all employees undergo GP training courses to enhance awareness of RoHS requirements.

C. Company's response to international business environmental and sustainable development trends:

- 3.1 Air pollution prevention and control: Our Taiwan plant does not fall under the category of fixed pollution sources subject to permits as announced by the Environmental Protection Agency (EPA). However, for processes involving volatile organic compounds (VOCs), we are required to report VOC emissions to the EPA to ensure that we do not procure or store excessive amounts of VOCs. Storage areas for VOCs are equipped with ventilation systems, spill prevention facilities, fire extinguishers, and personal protective equipment, which comply with environmental regulations. Additionally, our workspaces have overall ventilation and local exhaust systems. The waste storage area within the factory will be reorganized, promoting waste classification. Additionally, efforts will be made to reduce packaging materials and pallets from upstream suppliers to minimize business waste. An annual workplace inspection will be conducted, and departments using X-RAY equipment will perform monthly checks on the personal dosimeters worn by employees. Furthermore, annual health check-ups for employees will exceed regulatory requirements. We conduct triennial waste monitoring in our Suzhou plant and annual workplace inspections. X-ray departments perform quarterly checks on personal dosimeters worn by employees and annual inspections on equipment. Our workshop waste emission treatment facilities were officially put into operation in 2019 and have since been continuously improved to meet legal requirements, creating a safe and comfortable working environment for employees.
- 3.2 Greenhouse gas emissions and reduction control: Although our company is not subject to the EPA's announced inventory and registration requirements, we have nonetheless introduced investigations into Scopes 1, 2, and 3 of ISO 14064-1 by the end of June 2023, with the completion of the "Greenhouse Gas Report" for ITC achieved by August of the same year. Moreover, third-party organization verification was completed in October of the same year. Third-party certification was reacquired in March 2025. The greenhouse gas carbon emissions for the past two years are as follows:

Items	Carbon Emissions (metric tons/year)	Waste disposal (metric tons/year)	Total GHG emissions (metric tons/year)
2023 fiscal year	1,611.9	389.37	2,001.27
2024 fiscal year	1,594.3	114.94	1,709.24

- 3.3 Water pollution prevention: Our Taiwan plant is designated under Article 2, Clause 7 of the Water Pollution Control Act and does not generate process wastewater, only domestic wastewater. Based on the company's water utility records, our water consumption was approximately 35,524 metric tons in 2023 and 34,008 metric tons in 2024. We implement separate rainwater and sewage systems, where domestic wastewater flows into the company's wastewater treatment tank and is then treated by the industrial zone's wastewater treatment plant. Company industrial zone's wastewater treatment plant regularly tests the incoming water quality from our company to ensure compliance with regulations. We also submit monthly water pollution reports to ensure effective water pollution prevention. In our Suzhou plant, rainwater and sewage systems are implemented according to local regulations, with domestic wastewater flowing into the municipal sewage management network through sewage pipes. We conduct regular tests on the incoming water quality from our company and ensure proper water pollution prevention.

3.4 Waste management and resource recycling: Our company is classified as a designated business required to prepare a waste management plan, and we have dedicated personnel responsible for waste management. Our waste management focuses on waste reduction in processes and considers outsourcing for reuse and disposal. To ensure proper waste tracking, we carefully select waste removal and recycling vendors to ensure that all waste undergoes legal treatment or reuse, avoiding secondary environmental pollution. In the past two years, our waste disposal quantities were approximately 34.38 metric tons in 2023 and 32.606 metric tons in 2024.

3.5 Below provide a detailed explanation of the application and establishment processes according to local regulations in our Suzhou plant, if pollution facilities installation permits, pollution discharge permits, or environmental unit personnel certifications are required:

Pollution Control Items	Relevant Requirements	Application and Establishment Status
Air Pollution Control	Installation Permit for Fixed Pollution Sources	Pollution Discharge Permit 91320505731789500B001U
	Dedicated personnel	2 individuals
Wastewater Treatment	Discharge Permit	Pollution Discharge Permit 91320505731789500B001U Valid until November 19, 2027
	Dedicated personnel	2 individuals
Business Waste Management	Waste Clearance Plan	Government Approval: Environmental Industry Letter which issued on November 16, 2021. No. 1108659523

D. Environmental Management Objectives

Established clear environmental and energy conservation goals for the use of resources and the emission of pollutants. Various environmental management systems have been implemented to ensure continuous improvement. The following are management objectives focusing on important environmental considerations. Our aim is to achieve a sustainable and eco-friendly environment throughout the product production, usage, and disposal processes.

4.1 Carbon Reduction Goal

Addressing the impacts of climate change is a shared responsibility globally. The company is committed to mitigating greenhouse gas emissions and striving for carbon neutrality as a long-term carbon management goal. Actively adhering to the spirit and standards of ISO 14064, and establish control measures for greenhouse gas emissions. The company is continuously promoting emission reduction efforts and aim to achieve an additional 1% reduction in carbon emissions by 2025.

4.2 Energy Saving Goal

According to ISO 14064 standards, electricity consumption accounts for over 97% of our major greenhouse gas emissions. Therefore, energy-saving measures play a crucial role in reducing carbon emissions. The company prioritize energy management and implement various energy-saving initiatives. In 2024, we achieved a reduction in energy consumption by over 1%, meeting the requirements of the Ministry of Economic Affairs' Energy Bureau. Our energy-saving target for 2025 remains the same.

4.3 Energy-saving Measures

4.3.1 Employee Education and Training for Energy Conservation

The company incorporate environmental and energy conservation topics into the essential training program for new employees and organize awareness activities on environmental energy. This helps reinforce employees' understanding and awareness of environmental energy conservation.

4.3.2 Promotion of Energy-saving Measures

In addition to replacing conventional lighting with energy-saving bulbs, we continuously plan for the replacement of inefficient air conditioning equipment and cooling towers. The company also install precision electronic instruments to accurately calculate energy consumption and achieve optimal energy-saving results. Furthermore, we are committed to conducting deep maintenance on air compressors and chillers, which yield better energy-saving results. Other specific energy-saving practices include maintaining a constant air conditioning temperature of 26 degrees Celsius, encouraging employees to switch off lights when not in use, promoting the use of personal utensils and cups, advocating for unplugging computers and appliances at the end of the workday, and

encouraging stair usage instead of elevators. And plan the following approach:

- a) Reduce contract capacity.
- b) Consider the wattage of equipment to schedule electricity usage during peak and off-peak hours.
- c) Improve efficiency of factory equipment (e.g., replacing old equipment, regular maintenance, introducing automation to reduce unnecessary processes and maintenance).
- d) Statistical analysis of the operational status of company electrical equipment and its relationship with electricity consumption, then discuss electricity management.

4.3.3 Use of Electronic Invoices for Environmental Sustainability

The annual issuance of paper invoices consumes significant amounts of forest resources. To promote environmental protection and global carbon reduction efforts, we have been implementing electronic invoicing since 2018. This aligns with the Ministry of Finance's e-invoice policy and invites everyone to join us in creating a sustainable and better future.

E. Environmental and Safety Protection Measures

- 5.1 Our company has obtained the Environmental Management System (ISO 14001:2015) and Occupational Health and Safety Management System (ISO 45001:2018) certifications. The company have established an Occupational Safety and Health Committee and an Environmental Management Organization. In accordance with environmental, occupational safety and health, and labor laws, The company have formulated an Environmental Health and Safety (EHS) policy to continuously enhance environmental performance and maintain a safe and healthy workplace.
- 5.2 The company have developed EHS work guidelines and operational standards for various machinery and equipment to ensure employees' compliance during their tasks. In 2021, we successfully passed the verification of the ISO 45001 Occupational Health and Safety Management System, jointly maintaining a safe working environment.
- 5.3 Assessment of EHS Risks and Countermeasures: Each year, the company identify the following principles of ISO 14001 and ISO 45001 systems. The company identify significant environmental and safety risks, review unacceptable risks, and develop measures and management plans to control and mitigate these risks.
- 5.4 Inspection of Machinery and Equipment: Regular inspections are conducted on general machinery and equipment on a daily, weekly, monthly, quarterly, and annual basis. Additionally, the competent authority for regulated machinery and equipment conducts periodic inspections to ensure safe operation.
- 5.5 Inspection of Utility Facilities: Buildings, electrical equipment, elevator systems, air conditioning systems, and other utility facilities undergo regular inspections conducted by the competent authority for regulated machinery and equipment or are subject to periodic automatic inspections to ensure their safety.
- 5.6 Operation Environment Management: Regular 7S assessments are carried out company-wide to maintain a clean and organized environment. Regular environmental operation monitoring is also conducted.
- 5.7 The company have established an Occupational Safety and Health Committee within the company in compliance with the law. Committee members are appointed from department-level supervisors, and regular meetings are held to discuss policy formulation and review relevant issues. Furthermore, a safety and health management unit is established, comprising safety and health managers and administrators responsible for implementing safety and health tasks. The establishment of this unit has been duly approved by the relevant authorities.
- 5.8 Safety and Health Education and Training: New employees, personnel engaged in specific tasks or management roles, first aid responders, safety officers, and fire safety managers receive education and training in accordance with legal requirements.
- 5.9 Fire Safety: In accordance with fire safety regulations, the company have established a comprehensive fire protection system. Annual inspections and declarations are conducted as required by law, and fire emergency drills are conducted by employees every six months.
- 5.10 Radiation Protection Management: To ensure the safety of workers, regular equipment testing is diligently carried out, and the use of radiation arm badges is mandated for personnel working in radiation-related tasks.

4.5 Labor Relations

- (a) State employee welfare measures, advanced study, training, retirement system, implementation of retirement system, agreements between the employer and the employees, and measures for protection of employees' rights and interests:

A. Welfare System:

The company has always adhered to the business philosophy of respecting humanity and caring

for employees. To fully take care of our colleagues and ensure their livelihood needs, allowing them to focus on their contributions to the company without worries, we not only provide basic legal protections but also offer or sponsor various welfare programs. The company have formed an Employee Welfare Committee, organized by mutual nomination among all employees, responsible for planning and implementing employee welfare initiatives.

The current welfare measures include:

- (1) The company provides mandatory national health insurance, labor insurance, provisions for the old retirement pension system as well as offers a new retirement pension
- (2) The company offers special bonuses during festive seasons, distributes dividends from company profits to employees, organizes employee health check-ups, high-quality health and wellness lectures, and rewards employees through stock options to enhance their engagement.
- (3) The company operates an employee cafeteria and provides meal subsidies to our colleagues.
- (4) The company implement a suggestion improvement system to reward employees for actively participating in business management, utilizing their innovative ideas to enhance the company's structure and improve operational performance. Rewards and recognition are given based on the effectiveness of implementation.
- (5) In order to motivate employees, boost morale, and increase productivity, the company provides performance bonuses as rewards for employees who achieve or exceed organizational goals.
- (6) To strengthen our welfare measures, the Employee Welfare Committee was established on June 6th, 1996, to plan and execute various welfare initiatives. These include organizing regular domestic and international trips, year-end banquets, distributing bonuses for major holidays (such as the Lunar New Year and Labor Day), wedding and funeral allowances, emergency assistance, and hosting various recreational activities.
- (7) Based on the belief that "the growth of employees is the driving force for company progress," the company places great emphasis on employee education and training. In addition to conducting internal training and study groups, the company periodically send representatives to relevant academic institutions and private counseling organizations to participate in seminars, workshops, and other events to enhance personal skills. Our goal is to enable each employee to excel in their respective areas of work, creating mutual benefits for both the company and its employees.

B Employee Development and Training: The company conducts the following training programs annually

Number	Training Program Category	Specific Training Program Category	Training Content
1	Orientation Training for New Employees	General Training Programs for All Employees	Company development history, introduction to departments, management system, product introduction, product safety and counterfeit parts awareness, quality environmental policy and quality assurance environmental system introduction, hazard general training, counter terrorism education and 7S environment and energy conservation, etc.
		Professional Training	Target: All new employees, transferred or promoted employees should receive professional training according to the following provisions. Objective: To ensure that new employees (newly hired, transferred, or promoted) are familiar with and possess the necessary knowledge and skills related to their job. Content: (a) Procedures and work instructions related to the job. (b) Other professional knowledge and skills required for performing the duties.

		Mentorship Program	To accelerate employees' understanding of the company and facilitate their quick adaptation to the work environment through experience sharing and knowledge transfer. This program aims to provide employees with valuable guidance and support, both professionally and personally, to outline their individual development paths.
2	On-the-Job Training for General Employees	Common/Professional/Management Training	<p>(1) Each year, alongside the preparation of the upcoming year's budget, the Human Resources Department will distribute the "Annual Training Needs Survey Form" to all departments. Department managers will then plan the employees' training needs and allocate training budgets based on the objectives for the following year.</p> <p>(2) Managers may determine the frequency of retraining for their staff based on actual needs (e.g., once a year or once every three years) and include these training requirements in the department's annual training plan.</p>
3.	Middle Manager Training (Managers, Assistant Managers, Department Heads)	Management Training	<p>Developed annually based on organizational needs, inviting external trainers to conduct courses. The course content includes, but is not limited to, the following:</p> <ul style="list-style-type: none"> ● Problem Analysis and Solving ● Execution Power ● Emotional Management ● Fundamental Management Courses ● Time Management ● Innovation and Organizational Change...
4	Senior Executive Level Training and Development	Management/Strategic Planning	<p>Annually, based on organizational needs, the management department provides information on external training courses for senior executives to consider attending. The content of the external training courses includes, but is not limited to, the following:</p> <ul style="list-style-type: none"> ● Strategic Planning ● Business management ● Corporate Governance ● EMBA-related courses...

In the 2024 fiscal year, there were over 1,034 instances of internal training for employees, totaling over 1,180.5 hours. Additionally, there were nearly 7 instances of external training, totaling nearly 33 hours, with external training expenses exceeding NT\$ 14,500.

C. Employee Conduct and Code of Ethics:

The company has established work ethics and values, various management policies, and work rules to provide employees with guidelines to follow.

The details are as follows:

3.1 Work Ethics:

3.1.1 Work rules, employee code of conduct, code of ethics for integrity in business operations, and operational procedures are established, including service discipline and performance evaluation regulations.

3.1.2 Ethical standards for directors, supervisors, and managers: Explicitly define behavioral guidelines for directors, supervisors, and senior managers.

3.1.3 Management procedures for unlawful infringement and sexual harassment: Take appropriate preventive, corrective, and punitive measures against workplace unlawful infringement to ensure the safety and well-being of employees' physical and mental health.

3.1.4 Work ethics and values: The company has established 20 work ethics and values as guidelines for employees' work.

3.1.5 Employment contracts: Provision on faithful performance of duties.

- 3.1.6 Integrity commitment: All employees are required to sign the integrity service regulations.
 - 3.2 Protection of Intellectual Property Rights, Confidentiality of Trade Secrets, and Personal Data Protection:
 - 3.2.1 Confidentiality agreements: Sign confidentiality obligations, intellectual property rights, confidential information, non-competition clauses, and other terms with all employees.
 - 3.2.2 Prohibited photography management regulations: To comply with customers' confidentiality requirements for the products and product information entrusted to the company, manage and prohibit photography for employees, customers, suppliers, contractors, and other visitors entering the restricted areas of the company.
 - 3.2.3 Personal data protection measures: These measures strengthen the protection and control of personal data owned by the company.
 - 3.2.4 Information security: To protect the company's related information assets, including physical environments, hardware and software facilities, data, and information, from risks such as leakage, destruction, or loss due to external threats or improper internal management by personnel, internal management procedures are established.
 - 3.3 Work Discipline:
 - 3.3.1 Assignment of rights and responsibilities: Clearly define the responsibilities of each unit, and provide job descriptions for each position.
 - 3.3.2 Attendance management:
 - A. Attendance and leave management procedures: Clearly define the company's leave principles and regulations and implement a job delegation mechanism.
 - B. Overseas personnel dispatch management procedures: Manage personnel dispatched overseas.
 - C. Overtime management procedures: Clearly define the principles and regulations for overtime in the company.
 - 3.3.3 Rewards and penalties: Establish operational procedures for rewards and penalties, providing appropriate rewards or disciplinary actions for employees with outstanding performance or violations of regulations within the company.
 - 3.4 Human Resource Development: Establish regulations for human resource training and awareness, implementing internal and external training for new employees, current employees, mid-level managers, and senior executives to enhance the capabilities of personnel at all levels and achieve individual and organizational goals.
 - 3.5 Performance Management: Establish employee performance evaluation management procedures, following the plan, execute, check, and act management cycle. Each year, employees and supervisors jointly set goals at the beginning of the year. Employees are responsible for execution, and the achievement is assessed jointly by employees and supervisors. Employees' results are appropriately evaluated, and their capabilities are developed.
 - 3.6 Communication Channels:
 - 3.6.1 Regulations for establishing colleague suggestion boxes and complaint hotlines are in place to provide employees with a direct channel to express opinions and complaints to the company, safeguard colleagues' rights, and promote communication of opinions.
 - 3.6.2 Regulations for proposal improvement system management encourage employees to propose ideas and wisdom to assist the company in continuous improvement.
 - 4. Workplace Organization and Improvement Measures:

The company implements the 7S activity comprehensively to enhance the level of the work environment based on the concept of 7S, providing employees with a safe and accident-free work environment.
 - 5. Retirement System:

To provide employees with a secure and worry-free work guarantee, the company has established a retirement policy in accordance with the "Labor Standards Act" and the "Labor Pension Act." The "Retirement Preparation Fund Supervision Committee" was established in July 1996, and the new labor retirement system was implemented in July 2005. The company allocates retirement benefits according to whether employees choose the old or new system. Employees under the old system have their monthly contributions deposited into a retirement reserve account at the Bank of Taiwan, while employees under the new system have 6% of their salary deducted monthly for retirement benefits, which are then deposited into their personal accounts at the Labor Insurance Bureau. Employees can also voluntarily contribute within the 6% range based on their individual needs to meet their retirement planning requirements.
 - 6. Labor-Management Meetings or Agreements: The company has always adhered to the management approach of involving all employees. Department managers and subordinates engage in effective communication through regular meetings, educational training, or labor-management meetings.
- (2) In the recent fiscal year and up to the date of the annual report, the company has not incurred any losses due to labor disputes. The estimated amount of potential losses and corresponding measures are

disclosed as follows: The company holds regular labor-management meetings to facilitate two-way communication and maintain harmonious labor relations. There is a very low possibility of incurring losses due to labor disputes in the future.

- (3) The situation regarding the obtaining of relevant licenses designated by the competent authorities by the personnel related to financial information transparency within the company is as follows: None of the personnel responsible for financial information transparency in the company have obtained the required licenses.

4.6 Cyber security management

- (1) Information Security Management Policy:

INFO-TEK Corporation fully understands its commitments and responsibilities to customers, shareholders, and employees. Therefore, it has established clear information security strategies and management guidelines to strictly control the company's trade secrets and confidential information not publicly disclosed, including patents, processes, formulas, and other intellectual property rights. This is done to ensure the best interests of customers, the company, shareholders, suppliers, and employees.

The company's information security management policy includes the following aspects: strengthening employees' awareness of information security, implementing stringent measures to prevent the leakage of trade secrets, integrating information security into daily operations, and ensuring that all services are secure and available. The information security management review has been completed by the Information Security Management Committee, and a comprehensive report on information security management, including the information security policy and risk management framework, has been presented to the board of directors. The revised internal control provisions for electronic computer operations have been approved by the board of directors.

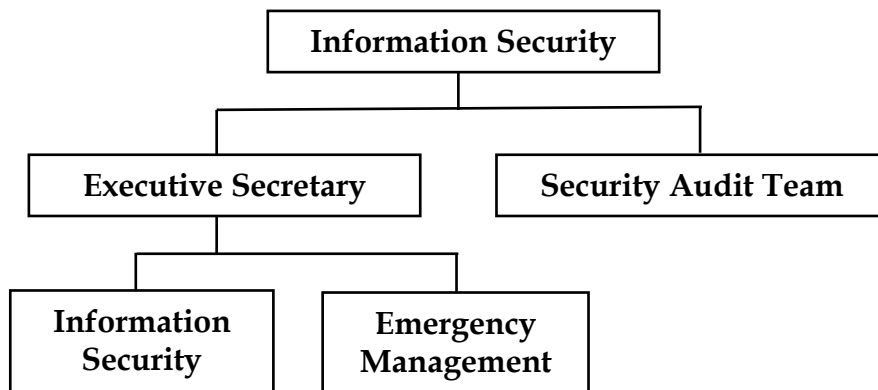
In June 2017, INFO-TEK Electronics (Suzhou) CO.,LTD. implemented an Information Security Management System and obtained ISO 27001 certification. Regular reviews were conducted to update the certification, and on June 27, 2023, the annual certification was reissued. All information security operating procedures are in compliance with international accreditation standards.

- (2) Information Security Management Framework and Practices:

To effectively manage information security risks, INFO-TEK Corporation has established an Information Security Committee, chaired by the head of the information department, with committee members consisting of department heads from various business units. The committee oversees the Information Security Audit Team and serves as the executive secretary, responsible for implementing information security measures and handling emergency response during major incidents. In accordance with the guidelines for information security control in listed and OTC companies, one information executive and several professional information personnel have been appointed to formulate information security policies, plan and execute information security operations, ensure the implementation of information security policies, and handle emergency information security incidents. All relevant personnel receive annual professional training on information security. The operation of the information security organization follows a cycle of policy development, implementation, risk assessment, and risk improvement (Plan-Do-Check-Act, PDCA) to ensure the achievement of information security objectives and ongoing risk control, continuously improving weaknesses. To enhance the capability of intelligence gathering and incident response, INFO-TEK CORPORATION has joined the Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC) and the Science Park Information Security Information Sharing and Analysis Center. By participating in these collaborative organizations, the company enhances its security protection plans and complements them with well-established emergency response procedures to effectively handle unforeseen information security incidents.

INFO-TEK has established information security management regulations and standards, which are implemented and practiced by cybersecurity personnel. Continuous optimization of management systems and technologies is carried out to achieve the objectives of information and communication security management. In the year 2023 of the Republic of China (equivalent to 2023), no major security incidents occurred. This included three disaster recovery drills for core systems and equipment, three cybersecurity education and policy advocacy sessions for employees, and 50 instances of social engineering drills. Substantial human and material resources were actively invested to enhance cybersecurity defenses.

Information Security Committee Structure and Responsibilities:



- (3) List any losses suffered by the company in the most recent fiscal year and up to the annual report publication date due to significant cyber security incidents, the possible impacts therefrom, and measures being or to be taken: N/A

4.7 Material Contracts

As of the date of the annual report printing, the significant contracts that are still valid and in effect or expiring in the recent fiscal year and could have an impact on shareholders' equity are as follows: N/A

V. Financial Status, Operating Results and Risk Management

5.1 Financial Status

The significant changes in assets, liabilities, and equity over the past two years and their respective impacts

Unit: NT\$ thousands

Item \ Year	2024	2023	Difference	
			Amount	%
Current assets	6,694,234	4,962,514	1,731,720	35
Property, plant and equipment	1,099,758	1,078,775	20,983	2
Intangible assets	14,186	4,660	9,526	204
Other assets	336,694	343,522	(6,828)	-2
Total assets	8,144,872	6,389,471	1,755,401	27
Current liabilities	4,459,626	2,897,417	1,562,209	54
Long term liability	143,298	176,875	(33,577)	-19
Total liabilities	4,602,924	3,074,292	1,528,632	50
Capital stock	1,212,511	1,212,511	0	0
Capital surplus	231,854	231,854	0	0
Retained earnings	2,153,773	1,977,580	176,193	9
Other equity interest	(22,085)	(72,661)	50,576	-70
Treasury Stock	(34,105)	(34,105)	0	0
Total equity of the shareholders	3,541,948	3,315,179	226,769	7
<p>●Adoption of International Financial Reporting Standards</p> <p>Analysis of the changes in proportion:</p> <ol style="list-style-type: none"> 1. Current Assets:Primarily increased due to a rise in accounts receivable. 2. Intangible Assets:Primarily increased due to the acquisition of new computer software. 3. Total Assets:Primarily increased due to a rise in accounts receivable. 4. Current Liabilities and Total Liabilities:Primarily increased due to a rise in accounts receivable. 5. Other Equity:Primarily due to the foreign exchange differences arising from the translation of financial statements of foreign operations.. 				

5.2 Financial Performance

The main reasons for significant changes in operating revenue, operating profit, and pre-tax profit in the past two years

Unit: NT\$ thousands				
Item \ Year	2024	2023	Difference	Percentage change(%)
Operating revenue	7,326,013	6,679,445	646,568	10
Operating costs	6,307,124	5,401,178	905,946	17
Gross profit from operations	1,018,889	1,278,267	(259,378)	-20
Operating expenses	541,946	574,366	(32,420)	-6
Operating Income	476,943	703,901	(226,958)	-32
Non-operating income and expenses	55,467	10,678	44,789	419
Profit before income tax	532,410	714,579	(182,169)	-25
Income tax expense	138,865	171,420	(32,555)	-19
Net Profit	393,545	543,159	(149,614)	-28
<p>●Adoption of International Financial Reporting Standards</p> <p>Analysis of the changes in proportion:</p> <p>1. Operating Gross Profit and Operating Income:Primarily declined due to aggressive price competition in the new energy market, which led to a decrease in both gross profit and operating income.</p> <p>2. Non-operating Income and Expenses:Primarily increased due to higher foreign exchange gains.</p> <p>3. Pre-tax Profit and Net Income for the Period Decreased:Mainly attributable to the decline in operating gross profit</p>				

5.3 Cash Flow

A. Cash Flow Analysis for the Current Year

Unit: NT\$ thousands

Cash and Cash Equivalents, Beginning of Year ①	Annual net cash flow from operating activities.	Cash Outflow ③	Cash Surplus (Deficit) ①+②-③	Leverage of Cash Deficit	
				Investment Plans	Financing Plans
211,804	632,407	599,639	244,572	-	-
<p>(1) Analysis of Cash Flow Changes for the Recent (Year 2023) Fiscal Year</p> <p>Operating Activities: Net cash inflow of 632,407 thousand NT\$, primarily due to the collection of accounts receivable and the discounting of bills receivable during the period.</p> <p>Investing Activities: Net cash outflow of 748,791 thousand NT\$, mainly due to the acquisition of financial assets and capital expenditures.</p> <p>Financing Activities: Net cash outflow of 90,246 thousand NT\$, primarily due to the increase in short- and long-term borrowings and the distribution of cash dividends</p> <p>(2) Remedial Measures for Cash Deficit: None.</p>					

B. Cash Flow Analysis for the Coming Year

Unit: NT\$ thousands

Cash and Cash Equivalents, Beginning of Year ①	Annual net cash flow from operating activities.	Cash Outflow ③	Cash Surplus (Deficit) ①+②-③	Leverage of Cash Deficit	
				Investment Plans	Financing Plans
244,572	863,121	675,477	432,216	-	-
<p>(1) Analysis of Cash Flow Changes for the Upcoming Fiscal Year 2024</p> <p>Operating Activities: Expected net cash inflow of 863,121 thousand NT\$, primarily due to the anticipated collection of accounts receivable and notes receivable.</p> <p>Investing Activities: Expected expenditure of 585,200 thousand NT\$, primarily due to the acquisition of property, plant, and equipment..</p> <p>Financing Activities: Expected net cash outflow of 90,277 thousand NT\$, primarily due to the distribution of cash dividends and an increase in short-term borrowings.</p> <p>(2) Remedial Measures for Anticipated Cash Deficit: Not applicable.</p>					

5.4 Major Capital Expenditures and Impact on Financial and Business in the most recent year:

In 2024, capital expenditures were used to increase automation equipment, replace old machinery and equipment, and undertake factory renovation projects. Through these investments, the company aimed to enhance production line capacity, efficiency, yield, and order fulfillment capabilities, thereby strengthening its competitiveness and profit-making ability.

5.5 I Investment Policy of the Past Year, Profit/Loss Analysis, Improvement Plan and Investment Plan for the Coming Year

The main reasons for profits or losses and the investment plans for the coming year:

Unit:NT\$ thousands

Reinvestment \ Item	Investment gains or losses	Reason(s) for investment gains or losses	Improvement Plan	Investment Plans for the Coming Year:
INFO-TEK HOLDING CO., LTD.	28,156	It is mainly due to the profitability of the subsidiary company, INFO-TEK Electronics CO.,LTD., which accounted for 7.79% of the investment income.	Continued Operations	None
INFO-TEK Electronics (Suzhou) CO.,LTD.	462,346	Mainly due to increased revenue, changes in product structure, and improved production efficiency.	Continued Operations	None
SUN RISE CORPORATION	398,405	It is mainly due to the profitability of the subsidiary company, INFN-TEK Electronics CO, .LTD., which accounted for 92.21% of the investment income.	Continued Operations	None
Walsin New Energy Corporation	(192)	In the early stages of company operations, have not yet reached our operational scale.	Continued Operations	None

5.6 Risk Management

A.Impact of recent changes in interest rates, exchange rates, and inflation on the company's profit and loss and future response measures:

(1) Impact of interest rate changes on the company's profit and loss and future response measures:

In recent years, both the New Taiwan Dollar and foreign currency interest rates have fluctuated with market mechanisms. The company's overall borrowing position is adjusted according to operational needs. In terms of fund planning, the company prioritizes conservatism and stability, focusing on safety and liquidity, and regularly evaluates currency market interest rates and financial information.

Assuming that the company's borrowing at the end of 2024 increases by 1% throughout the year with other conditions remaining unchanged, the interest expense will increase by approximately NT\$6.11 million (about 0.08% of revenue). Therefore, the interest rate changes have not had a significant impact on the company.

(2) Impact of exchange rate changes on the company's profit and loss and future response measures:

In recent years, the New Taiwan Dollar exchange rate has fluctuated with changes in the global economic environment. The company recorded a net exchange loss of NT\$25.92 million in 2024, accounting for 0.35% of the net operating income for 2024. Therefore, the impact of exchange rate changes on the company is still manageable.

To respond to exchange rate fluctuations, the company collects quotes and information on international finance, exchange rates, and interest rate products provided by the banks to timely understand the exchange rate situation. The company adopts the following exchange rate hedging measures:

Establish a foreign exchange account to adjust the USD holding position flexibly, determine the appropriate settlement, payment of goods, and repayment of foreign currency loans based on capital needs and exchange rate fluctuations.

Engage in forward foreign exchange operations during exchange rate fluctuations to ensure the interests of imports and exports.

Adjust the currency of accounts receivable and payable and the allocation of foreign currency assets and liabilities to reduce net exchange rate risk exposure, achieving natural hedging effects.

Consider exchange rate fluctuation factors when quoting to ensure reasonable profits for the company.

(3) Impact of inflation on the company's profit and loss and future response measures:

Due to the impact of the Russia-Ukraine war, inflation has remained high, and the Federal Reserve has aggressively raised interest rates to combat inflation. The company's products are developed for specific customer needs and are not general consumer products, so the increased cost due to inflation can mostly be reflected in the selling price. Therefore, inflation has not had a significant impact on the company.

B. Policies, major reasons for profit or loss from high-risk, high-leverage investments, loans to others, endorsement guarantees, and derivative transactions, and future response measures:

- (1) The company engages in loans to others, endorsement guarantees, and derivative transactions according to the company's "Asset Acquisition or Disposal Procedure," "Loan to Others Operation Procedure," and "Endorsement Guarantee Operation Procedure" policies and response measures.
- (2) The company focuses on its main business development. In 2024, there were no high-risk, high-leverage investment transactions. The company only provides loans to its 100% subsidiary to help them obtain lower-cost sources of funds.
- (3) The company only provides endorsement guarantees for the 100% subsidiary and does not provide endorsement guarantees for others.
- (4) When engaging in derivative transactions, the company follows the procedures for engaging in derivative financial instrument transactions passed by the shareholder meeting. So far, the company's derivative financial instrument transactions have been limited to forward foreign exchange operations for foreign currency hedging, and the profits and losses are extremely limited.

C. Future R&D plans and expected R&D expenses:

1. Future R&D and improvement plans:

- (1) Improve automated production solutions to meet the needs of complex processes for contract manufacturing services, increase production capacity and yield, and save costs.
- (2) Improve quality control measures, achieving 100% electrical performance and CCD or 3D inspection at all test stations.
- (3) Collaborate with academic units and research institutions to enhance the company's R&D technology level.
- (4) Continuously apply for software, invention patents, and utility model patents and other intellectual property rights.

2. Expected R&D expenses: R&D expenses in 2025 will account for 3%~5% of revenue.

D. Recent important domestic and foreign policy and legal changes affecting the company's financial business and response measures:

1. Impact of the China-US trade war on the company's business

(1) Impact of the China-US trade war on the company

a. Impact of the China-US trade war on the company's mainland factory

The company's mainland factory has actively cooperated with government policies and has become part of the local supply chain, mainly supplying the mainland market. Therefore, the direct impact of the China-US trade war on the company's mainland factory orders is limited.

b. Impact of the China-US trade war on the company's Taiwan factory

Due to the US restrictions on tech products produced in mainland China, many manufacturers have gradually adjusted their ordering regions, shifting some orders from the Chinese mainland to Taiwan production. The company's Taiwan factory will actively seek these orders. Overall, it is a favorable situation for the Taiwan factory.

(2) Response measures

Due to the shift in orders caused by the China-US trade war, the company's Taiwan factory has been gradually renovating its factory buildings and purchasing machinery and equipment, increasing manpower, expanding production scale, and actively seizing new business opportunities.

E.Impact of recent technological changes (including ICT security risks) and industry changes on the company's financial business and response measures:

The company's management team has always closely monitored any technological changes and industry trends. In the future, the company will actively invest in R&D to enhance its competitiveness; at the same time, the company will continue to promote ITC security-related projects to reduce ITC security risks to achieve the goal of sustainable operation.

F. Impact of recent changes in corporate image on corporate crisis management and response measures:

The company has always adhered to professional and honest business principles, committed to maintaining the corporate image, and complying with laws and regulations. If there is any situation that affects the corporate image or violates laws and regulations, a special project team will be formed to formulate response strategies. As of now, there have been no situations significant enough to affect the corporate image or violate laws and regulations.

G. Expected benefits, possible risks, and response measures from recent mergers and acquisitions:

The company did not have any plans for mergers and acquisitions in the recent year. However, in the future, if there are plans for mergers and acquisitions, the company will adopt a cautious evaluation attitude, considering whether the acquisition can bring concrete synergies to the company to truly safeguard shareholder rights.

H. Expected benefits, possible risks, and response measures from recent expansion of factory buildings:

- (1) In addition to continuously expanding the capacity of the Hsinchu and Suzhou factories, the company also increased the Wuhu factory to meet the growing customer order demand.
- (2) Expected benefits: In 2024, capital expenditures were used to increase some automated equipment, replace old machinery and equipment, and renovate the factory. Through this investment, the production capacity, efficiency, yield, and order-taking ability of the production lines are increased, enhancing the company's competitiveness and profit-making ability.
- (3) Newly purchased machinery and equipment: High commonality, if the existing products are not produced, they can also be transferred to produce other SMT products. If there is long-term idle production capacity, it can also be resold to other manufacturers, high liquidity, and limited losses and risks.

I.Risks faced and response measures when concentrating on purchases or sales:

1. Is there a risk of concentrated purchasing?

The company mainly purchases raw materials such as printed circuit boards, chipsets, connectors, inductors and capacitors, and mechanical electronic components. There have been no significant changes in the suppliers of major materials in the last three years, and the main suppliers of major materials are all from at least two companies, with no risks of supply shortages or overly concentrated purchasing sources.

2. Is there a risk of concentrated sales?

In 2024, the sales proportion to the largest customer was 37.21%, which decreased from 25.15% in 2023. Apart from the impact of the terminal demand of the industry, the company continues to introduce new customers, strive for new orders, and at the same time, is committed to the application and development of new processes and technologies. By expanding the service scope and

expanding performance, the company achieves diversified customer sources, avoiding the risk of overly concentrated sales.

J. Impact, risks, and response measures of major shareholders, directors, supervisors, or shareholders holding more than ten percent of the shares changing their equity:

There were no significant changes in the equity of major shareholders, directors, supervisors, or shareholders holding more than 10% in the recent year.

K. Impact of changes in operating rights on the company, risks, and response measures:

The company's management team is committed to the sustainable development of the company. As of the recent year and up to the date of the annual report, there have been no changes in operating rights.

L. Litigation or non-litigation events involving the company and company directors, supervisors, general manager, substantial responsible person, shareholders holding more than ten percent of the shares, and subsidiary companies that have been finally determined or are still pending that may have a significant impact on shareholder rights or securities prices should disclose the disputed facts, the amount involved, the date of litigation initiation, the main litigants, and the processing status up to the date of the annual report:

None.

M. Other significant risks and response measures:

The epidemic has impacted the ICT product supply chain, causing inventory risks and bringing downward risks to global long-term economic growth. The company will continue to closely monitor changes in the overall environment, flexibly adjust the organization and business, and strengthen operating funds to respond to various changes.

5.7 Other Major Issues: N/A

VI. Special Disclosure

6.1 Summary of Affiliated Enterprise

- (1) Related Party Consolidated Operating Report: Please refer to pages 88~90
- (2) Related Party Consolidated Financial Statements: Please refer to pages 91
- (3) Related Party Report: Not available.

6.2 Progress of private placement of securities during the most recent year and up to the date of annual report publication: N/A

6.3 Other supplemental information: N/A

INFO-TEK CORPORATION

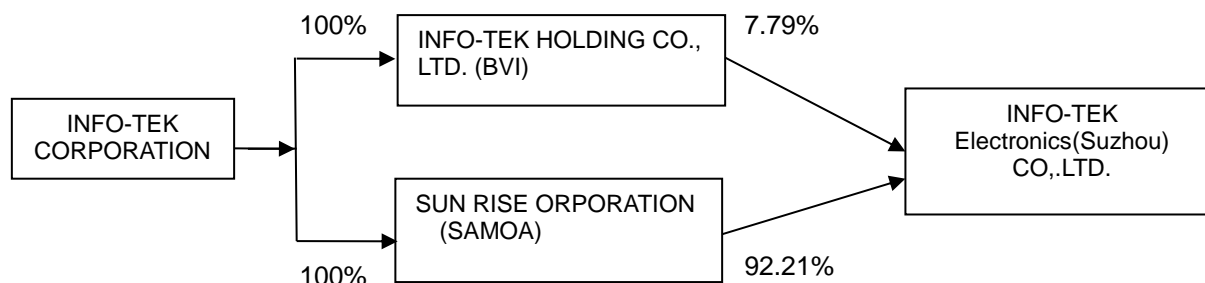
Related Party Consolidated Operating Report

2024

(1) Affiliates information

1. Organization chart of Affiliated Enterprise

March 31, 2025



2. Basic information of affiliates

December 31, 2024
Unit: NT\$ thousands

Company Name	Established Date	Address	Paid-in Capital	Main Business or ProductionItem
INFO-TEK HOLDING CO., LTD.	1998/8/6	Vistra Corporate Services Centre, Wickhams Cay II, Road Town Tortola,VG1110, British Virgin Islands	110,726	General Trading and General Investment Business
SUN RISE CORPORATION	2000/8/4	Vistra Corporate Services Centre, Ground Floor NPF Building, Beach Road, Apia, Samoa	1,167,689	General Investment Business
INFO-TEK Electronics (Suzhou) CO.,LTD.	2001/9/28	183 Jinfeng Road, Suzhou New District, Suzhou City, Jiangsu Province.	1,233,562	Manufacturing, assembly, and sales of information electronic product motherboards.

(3) Shareholders representing both holding companies and subordinates: None

(4) Business Scope of the Company and Its Affiliated Companies:

The main business of our company and its related enterprises is the manufacturing, processing, and sales of computer, communication, and consumer electronic products, including 3C electronic products. Additionally, some of the related enterprises are engaged in investment activities.Overall, these related enterprises collaborate and support each other through the exchange of technology, production capacity, marketing, and services, aiming to create maximum synergies.

1. Our company is responsible for coordinating and managing the entire group, as well as overseeing production, sales, and investment activities.
2. INFO-Tek Electronics (Suzhou) CO.,LTD. is our company's production and sales hub located in Suzhou, China.
- 3.SUN RISE CORPORATION primarily engages in general investment activities, focusing on investing in subsidiary companies in China.
4. INFO-TEK HOLDING CO., LTD. primarily engages in sales operations and after-sales services across different regions.

(5) Directors, Supervisors and Presidents of Affiliated Companies

December 31, 2024/Unit: Shares

Company Name	Title	Name or Representative	Shareholding	
			Number of shares	Ratio (%)
INFO-TEK HOLDING CO., LTD	Director	INFO-TEK CORPORATION (Representatives: ZhenYou Liu, Penghuang Peng, PoChang Huang)	3,700,000	100
SUN RISE CORPORATION	Director	INFO-TEK CORPORATION (Representatives: ZhenYou Liu, Penghuang Peng, PoChang Huang)	35,500,000	100
INFO-TEK Electronics (Suzhou) CO.,LTD.	Chairman	SUN RISE CORPORATION (Representatives: ZhenYou Liu)	-	100
	Director	SUN RISE CORPORATION (Representatives: Penghuang Peng, YuChen Hsu)		
	Supervisor	SUN RISE CORPORATION (Representatives: PoChang Huang)		

Note 1: The invested companies are limited liability companies, therefore their investment amounts and investment ratios are presented.

2. Affiliates' Operating Results

December 31, 2024

Unit: NT\$ thousands

Company Name	Paid-in capital	Total Assets	Total Liability	Net Value	Operating Income	Operating Profit (Loss)	Net Income (Loss) (After tax)
INFO-TEK HOLDING CO., LTD.	110,726	255,636	1,481	254,155	-	(8,496)	28,156
SUN RISE CORPORATION	1,167,689	3,326,737	152	3,326,585	-	(145)	398,405
INFO-TEK Electronics (Suzhou) CO.,LTD.	1,233,562	6,779,558	3,923,328	2,856,230	6,976,320	545,912	462,346

REPRESENTATION LETTER

The entities that are required to be included in the combined financial statements of Info-Tek Corporation as of and the year ended December 31, 2024, under the Criteria Governing the Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises are the same as those included in the consolidated financial statements prepared in conformity with the International Financial Reporting Standard 10, "Consolidated Financial Statements." In addition, the information required to be disclosed in the combined financial statements is included in the consolidated financial statements. Consequently, Info-Tek Corporation and Subsidiaries do not prepare a separate set of combined financial statements.

Very truly yours,

INFO-TEK CORPORATION

March 7, 2025