

Stock Code: 3338

TaiSol Electronics Co., Ltd. 2024 Annual Report

Notice to readers

This English-version annual report is a summary translation of the Chinese version and is not an official document of the shareholders' meeting. If there is any discrepancy between the English and Chinese versions, the Chinese version shall prevail.

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Overseas Securities Exchange : None

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One. Letter to Shareholders

Dear shareholders,

On behalf of the Company, we would like to express our sincere appreciation to all shareholders for your continued support throughout the past year. In 2024, the global economy faced a range of headwinds, including the impacts of climate change and weakened consumption and investment activities in the world's two largest economies—the United States and China. These unfavorable factors contributed to an overall performance that fell short of expectations. However, the robust development of artificial intelligence (AI) technologies and ongoing innovations in the energy sector are anticipated to stimulate consumption and investment momentum in advanced economies, thereby supporting stable global economic growth.

Looking ahead to 2025, the Company expects to face continued uncertainties, including the policy direction of the newly elected President of the United States, global monetary policy adjustments by central banks, the outlook for China's real estate market, and geopolitical tensions arising from the Russia-Ukraine war and conflicts in the Middle East. Nonetheless, emerging technological applications—such as AI, cloud computing, and high-performance computing—are expected to continue driving global economic development, bringing new business opportunities and growth momentum. That said, rising geopolitical risks and the expansion of trade protectionism may still present potential constraints on economic growth.

The Company's business achievements in 2024 and outlook for 2025 are summarized as follows:

I. Business achievements in 2024

1. The 2024 business plan implementation highlight and achievements

The Company's consolidated net operating income in 2024 was NT\$3,753,882 thousand, representing a decrease of 1.52% from 2023; the consolidated net operating profit in 2024 was NT\$223,265 thousand, representing a decrease of 16.23% from 2023; net profit after tax in 2024 was NT\$262,683 thousand, representing an increase of 7.97% from 2023; earnings per share in 2024 were NT\$3. The 2024 gross margin was 20.06%, representing a 0.60% decrease from 2023; the 2024 net profit margin was 7.00%, representing an increase of 0.62% from 2023.

2. Budget implementation

According to the Regulations Governing the Publication of Financial Forecasts of Public Companies, the Company is not required to disclose the implementation status as it did not disclose its financial forecast for 2024.

3. Analysis of financial income, expenses and profitability

Unit: NT\$000'

Item Year		2024	2023
Financial income/ expenses	Operating revenue	3,753,882	3,811,775
	Gross profit	752,998	787,451
	Net profit after tax attributable to the parent company	262,683	243,294
Profitability	Return on assets (%)	6.96%	6.62%
	Return on equity (%)	13.38%	12.98%
	Net profit before tax as a percentage of paid-in capital (%)	37.57%	36.28%
	Profit margin (%)	7.00%	6.38%
	Basic earnings per share (NT\$)	3.00	2.78

4. R&D status

(1) R&D expenditures for the most recent two years

Unit: NT\$000'

Year	2024	2023
R&D expenses	162,820	136,704
R&D expenses as a percentage of revenue (%)	4.34%	3.59%

(2) R&D achievement

- Heat transfer:

- A. Development of open and closed server liquid cooling systems
- B. HPC & AI server thermal solutions
- C. Thermal solutions for auto systems
- D. 3D vapor chamber thermal system application
- E. Advancement in Liquid Cooling and Biphasic Technologies
- F. Research & Development of CDU and Manifold Systems

- IoT applications:

- A. Bluetooth Modules / Wireless Switch Modules / Sub-1G Modules
- B. Development of NFC fingerprint cards and card holders
- C. Development of NFC motorcycle unlocking modules

II. Outlook for 2025

1. Business policy

TaiSol will closely monitor industry trends, adapt strategies with agility, and continue to strengthen its core focus areas, including high-performance computing (HPC), AI servers, automotive electronics, and projectors. By enhancing R&D capabilities, improving digital competencies, and optimizing quality and cost competitiveness, the Company aim to maintain a strong industry advantage.

To capitalize on AI server opportunities, the Company will drive continuous innovation and technological advancements, focusing not only on liquid cooling technology but also on expanding into the electric vehicle and high-end server markets. Through product diversification and a global expansion strategy, the Company seek to meet the growing demand for industrial upgrades and intelligent applications, delivering high-value solutions and seizing major opportunities in the thermal management industry.

Amid global market shifts, TaiSol will leverage diversified marketing and transformation strategies, deepen regional partnerships, and aggressively expand its international presence. By doing so, the Company aim to enhance brand visibility and establish ourselves as a leading global enterprise.

2. Important production and sales policies

(1) Marketing strategy

- A. Strengthen strategic partnerships to accelerate technology commercialization and expand into AI servers, electric vehicles, and the HPC industry.
- B. Expand ODM and EMS operations to increase market coverage.
- C. Enhance product value and transform into a “comprehensive thermal solutions provider.”

(2) Production strategy

- A. Optimize a sustainable supply chain and accelerate carbon reduction, embedding innovation-driven decarbonization as a core competitive advantage.
- B. Leverage digital transformation and smart automation to improve management efficiency and reduce operational costs.

C. Implement a “global footprint, localized operations” strategy to enhance supply chain efficiency and market competitiveness.

(3) R&D strategy

A. Strengthen core technologies, focusing on AI servers, HPC, and high-power thermal solutions.

B. Expand research into liquid cooling, two-phase modules, and hybrid air-liquid cooling technologies.

C. Develop AIoT smart thermal management solutions.

3. Future development strategy

2025 will be a pivotal year for TaiSol’s transformation. The Company will actively pursue organizational optimization, product strategy upgrades, international market expansion, talent development, and streamlined operations to embrace change and enhance its competitive edge. Moving forward, TaiSol will leverage technology innovation and product differentiation strategies to avoid price wars and drive sustainable growth.

The Company will accelerate overseas market expansion, particularly in Southeast Asia, and optimize its sustainable supply chain through digital transformation.

We recognize that every challenge presents an opportunity for growth and transformation. With a commitment to steady operations and continuous innovation, TaiSol will seize greater opportunities in the global market. We will proactively uphold our corporate responsibility and embrace sustainable business practices, working alongside shareholders, customers, and employees to create a better future.

TaiSol Electronics Co., Ltd.

Chairperson: Peng, Peng-Huang

President: Liu, Ko-Ping

Chief accountant: Wu, Mei-Ling

Two. Corporate Governance Report

I. Information on Directors, President, Vice President, Assistant Vice President, and Heads of Departments and Branches

(I) Directors (including independent directors)

1. Directors and Independent Directors (I)

March 24, 2025

Title	Nationality or place of registration	Name	Gender Age	Date of election (inauguration)	Tenure	Date of initial election	Shares held upon being elected		Shares held at present		Shares held by spouse and minors		Shares held in the name of others		Major career achievements (academic background)	Concurrent duties in the Company and other companies	Other directors of departments and branches, Directors, or supervisors who are spouse or blood relatives within the second degree of kinship			Remarks
							Number of shares	Share holding (%)	Number of shares	Share holding (%)	Number of shares	Share holding (%)	Number of shares	Share holding (%)			Title	Name	Relationship	
Director	R.O.C.	Singatron Enterprise Co., Ltd. (Note 1)	NA	May 24, 2024	Three years	May 24, 2024	10,367,000	11.79	13,277,000	15.10	-	-	-	-	NA				-	
		Chairman / Representative: Peng, Peng-Huang (Note 2)	Male 61~70			August 28, 2023	-	-	1,610,000	1.83	4,000	-	-	-	-	Department of Electrical Engineering, National Taipei University of Technology MBA, Soochow University. Vice Chairperson and President of Singatron Enterprise Co., Ltd. Founder and Chairman of T.Y. Management Hsinchu Consulting Co., Ltd	Chairman & CSO/Director of TaiSol Electronics Co., Ltd. Director, TaiSol Electronics (Hong Kong) Co., Ltd. Legal Representative, World Window Electronics (Hong Kong) Co., Ltd. Vice Chairperson and President of Singatron Enterprise Co., Ltd. Chairman of T.Y. Management Hsinchu Consulting Co., Ltd. Chairman of T.Y. Management Hsinchu Consulting Co., Ltd. Director of Kingstate Electronics Corp. Director of SINGATRON Electronics (China) Co., Ltd. Director of Suzhou Singatron Auto Co., Ltd. Director of Singatron Technology (Hong Kong) Co., Ltd. Director of InfoTek Electronics (Suzhou) Co., Ltd. Independent director of GIGA-BYTE Technology Co., Ltd. Independent director of Albatron Technology Co., Ltd.			
Director	R.O.C.	Singatron Enterprise Co., Ltd. (Note 1)	NA	May 24, 2024	Three years	May 24, 2024	10,367,000	11.79	13,277,000	15.10	-	-	-	-	NA				-	
		Representative: Kan, Hsin-Nan (Note 1)	Male 71~80				-	-	-	-	-	-	-	-	National Hsinchu Commercial Vocational High School Chairperson of Singatron Enterprise Co., Ltd. Director of SINGATRON(BVI) ENTERPRISE CO., LTD. Director of Singatron (Hong Kong) International Holding Ltd. Director of SINGATRON Electronics (China) Co., Ltd. Director of Singatron Electronic (Zhongshan) Co., Ltd. Director of Suzhou Singatron Auto Co., Ltd. Director of Singatron Technology (Hong Kong) Co., Ltd.	Director of TaiSol Electronics Co., Ltd. Chairperson of SINGATRON ENTERPRISE CO., LTD. Director of SINGATRON(BVI) ENTERPRISE CO., LTD. Director of Singatron (Hong Kong) International Holding Ltd. Director of SINGATRON Electronics (China) Co., Ltd. Director of Singatron Electronic (Zhongshan) Co., Ltd. Director of Suzhou Singatron Auto Co., Ltd. Director of Singatron Technology (Hong Kong) Co., Ltd.				-
Director	R.O.C.	Singatron Enterprise Co., Ltd.(Note1)	NA	May 24, 2024	Three years	May 24, 2024	10,367,000	11.79	13,277,000	15.10	-	-	-	-	NA				-	

Title	Nationality or place of registration	Name	Gender Age	Date of election (inauguration)	Tenure	Date of initial election	Shares held upon being elected		Shares held at present		Shares held by spouse and minors		Shares held in the name of others		Major career achievements (academic background)	Concurrent duties in the Company and other companies	Other directors of departments and branches, Directors, or supervisors who are spouse or blood relatives within the second degree of kinship			Remarks
							Number of shares	Share holding (%)	Number of shares	Share holding (%)	Number of shares	Share holding (%)	Number of shares	Share holding (%)			Title	Name	Relationship	
		Representative: Yang, Cheng-Gang (Note 4)	Male 61~70				-	-	-	-	-	-	-	Department of Mechanical Engineering, National Taiwan University of Science and Technology Graduate School of Business Administration, University of South Australia Chairperson of Singatron Electronic (China) Co., Ltd. Chairperson of Singatron Electronic (Zhongshan) Co., Ltd. Chairperson of Suzhou Singatron Auto Co., Ltd. Director of Singatron Technology (Hong Kong) Co., Ltd. Chairperson of Suzhou Singatron Connector Co., Ltd. Chairperson of Zhongshan Singatron Connector Co., Ltd. Director of Singatron San Jose Connection Co., Ltd.	Director of TaiSol Electronics Co., Ltd. Chairperson of Singatron Electronic (China) Co., Ltd. Chairperson of Singatron Electronic (Zhongshan) Co., Ltd. Chairman of Suzhou Singatron Auto Co., Ltd. Director of Singatron Technology (Hong Kong) Co., Ltd. Chairperson of Suzhou Singatron Connector Co., Ltd. Chairperson of Zhongshan Singatron Connector Co., Ltd. Director of Singatron San Jose Connection Co., Ltd.	-	-	-	-	
Director	R.O.C	Singatron Enterprise Co., Ltd. (Note 1)	NA	May 24,2024	Three years	May 24,2024	10,367,000	11.79	13,277,000	15.10	-	-	-	-	NA					
		Representative: Peng, Ying-Yuan (Note 4)	Female 61~70	May 24,2024		May 24,2024	-	-	-	-	-	-	-	-	-	National Chung Hsing University, Department of Public Finance and Taxation. Finance & Accounting Manager, Ganso Electronics Co., Ltd. Finance & Accounting Manager, Jiayu Technology Co., Ltd. Deputy Manager, Accounting Department, Singatron Enterprise Co., Ltd. Finance Director, Finance Department, Singatron Enterprise Co., Ltd. Deputy General Manager of Finance, Singatron Enterprise Co., Ltd. Deputy General Manager of Finance and Board Secretary, Singatron Electronics (Suzhou) Co., Ltd. Chief Internal Auditor, Group Audit Office, Singatron Enterprise Co., Ltd.	None	-	-	-
Director	R.O.C	Hsieh, Chun-Shan	Male 61~70	May 24,2024	Three years	April 22,2013	888,276	1.01	888,276	1.01	-	-	-	-	Department of Advanced Electronic Equipment Maintenance, National Tainan Industrial High School Founder of Coolpe Computer Co., Ltd Supervisor of TaiSol Electronics Co., Ltd.	Director of TaiSol Electronics Co., Ltd. Chairperson of Weisheng Investment Co., Ltd Supervisor of Coolpe Computer Co., Ltd.	-	-	-	-
Independent Director	R.O.C	Wang, Hwei-Min (Note 1)	Male 61~70	May 24,2024	Three years	May 24,2024	-	-	-	-	-	-	-	Master of Industrial Management from Chung Hua University Director of Moores Rowland CPAs	Independent director of TaiSol Electronics Co., Ltd. Independent director of GIGA-BYTE Technology Co., Ltd. Independent director of Phison Electronics Corporation. Chairman of Apollon Power Co., Ltd. Chairman of Digital Energy Design Co., Ltd.	-	-	-	-	
Independent Director	R.O.C	Wang, Sheng-Shun (Note 1)	Male 51~60	May 24,2024	Three years	May 24,2024	-	-	-	-	-	-	-	Master of Law, National Taiwan University Managing Partner of Chao, Wang & Lin Attorneys at Law	Independent director of TaiSol Electronics Co., Ltd. Managing Partner of Chao, Wang & Lin Attorneys at Law Independent director of Lifestyle Global Enterprise, Inc. Arbitrators of Chinese Arbitration Association, Taipei	-	-	-	-	
Independent Director	R.O.C	Chen, Li-Mei (Note 1)	Female 61~70	May 24,2024	Three years	May 24,2024	-	-	-	-	-	-	-	Advanced Master of Business Administration, National Sun Yat-sen University MBA, The Chinese University of Hong Kong CFO of Ritek Technology Co., Ltd. Vice President of Plastron Precision Co., Ltd. Chairman of Sheng Shin Precision Co., Ltd.	Independent director of TaiSol Electronics Co., Ltd. Independent Director of Kingstate Electronics Corp. Chairman of Sheng Shin Precision Co., Ltd.	-	-	-	-	

Note 1: Newly appointed following the re-election at the Annual General Shareholders' Meeting on May 24, 2024.

Note 2: Previously served as the legal representative of Long-Thin Enterprise Co., Ltd.; appointed as the legal representative of Singatron Enterprise Co., Ltd. following the re-election at the Annual General Shareholders' Meeting on May 24, 2024.

Note 3: In cases where the Chairperson and the President (or equivalent highest-ranking executive) are the same person, or are spouses or first-degree relatives, the Company shall provide relevant explanations on the rationale, legitimacy, necessity, and corresponding measures:

The Company's Chairperson concurrently serves as Chief Strategy Officer to enhance operational efficiency and decision-making effectiveness. However, to strengthen corporate governance, as well as the functions and oversight capabilities of the Board of Directors, the Company plans to nominate an additional Independent Director at the 2025 Annual General Shareholders' Meeting.

Note 4: On March 7, 2025, Singatron Enterprise Co., Ltd. replaced its corporate representative, appointing Ms. Peng Ying-Yuan to succeed Mr. Yang Cheng-Kang, who resigned on the same day.

Table 1: Major shareholders of the institutional shareholders

Name of institutional shareholder (Note 1)	Major shareholders of institutional shareholder -Shareholding (%) (Note 2)
Singatron Enterprise Co., Ltd. (Book Closure Date: April 9, 2024)	Gans Investment Co., Ltd. – 6.17% Yuanyang Business Management Consulting Co., Ltd. – 3.37% Mr. Kan ,Hsin Nan – 2.87% Zhenqun Investment Co., Ltd. – 2.58% Pacific Star Investment Co., Ltd. – 2.54% Shengqun Investment Co., Ltd. – 1.95% Mr. Peng, Peng Huang – 1.89% Mr. Peng, Sheng Yang – 1.14% Mr. Peng, Sheng Yan– 1.14% Dongyi Business Management Consulting Co., Ltd. – 0.95%

Note 1: For Directors and Supervisors who serve as representatives of corporate shareholders, please indicate the name of the corporate shareholder.

Note 2: Please provide the names and shareholding percentages of the major shareholders (ranked among the top ten in shareholding) of the corporate shareholder.
If any of these major shareholders are legal entities, please further disclose them in Table 2 below.

Table 2: Major Shareholders of the Legal Entity Shareholders Listed in Table 1

Name of institutional shareholder (Note 1)	Major shareholders of institutional shareholder -Shareholding (%) (Note 2)
Gans Investment Co., Ltd.	Kan, Hsin-Nan – 25%, Chu, Yi-Ling – 25%, Kan, Yi-Chun – 25%, Ku, Mei-Hua – 12.5%, Chu, Kuo-Yun – 12.5%
Yuanyang Business Management Consulting Co., Ltd.	Chu, Li-Chih – 40%, Peng, Sheng-Yang – 30%, Peng, Sheng-Yan – 30%
Zhenqun Investment Co., Ltd.	Wu, Shih-Chien – 80%, Chang, Chin-Chan – 8%, Hsu, Jui-Ping – 6%, Cheng, An-Li – 3%, Shu, Feng-Ying – 3%
Pacific Star Investment Co., Ltd.	Wu, Shih-Hung – 46.43%, Wu, Shih-Chien – 46.43%
Shengqun Investment Co., Ltd.	Wu, Shih-Hung – 68.96%, Wang, Wei-Chuan – 3.45%, Chu, Yi-Ling – 17.24%, Kan, Yi-Chun – 6.90%, Pu, Chieh – 3.45%
Dongyi Business Management Consulting Co., Ltd.	Peng, Peng Huang (100%)

Note 1: If any of the major shareholders listed in Table 1 are legal entities, please indicate the name of the legal entity.

Note 2: Please provide the names and shareholding percentages of the major shareholders of the legal entity (limited to those ranking among the top ten in shareholding).

2. Directors and Independent Directors (II)

I. Professional qualifications and independence analysis of directors:

Criteria Name	Professional qualifications and experience	Independence status	Number of concurrent duties as an independent director at a public company
Singatron Enterprise Co., Ltd. Representative: Peng, Peng-Huang	<ol style="list-style-type: none"> 1. MBA, Soochow University. 2. Currently serves as Chairman of the Company, Vice Chairman and General Manager of Singatron Enterprise Co., Ltd., and Founder and Chairman of Donyi Management Consulting Co., Ltd. 3. Over 25 years of management experience in the electronics and technology industry, with expertise in operations planning, marketing, and corporate management. 	NA	2
Singatron Enterprise Co., Ltd. Representative: Kan, Hsin-Nan	<ol style="list-style-type: none"> 1. Hsinchu Commercial High School. 2. Currently serves as Chairman of Singatron Enterprise Co., Ltd. 3. Over 25 years of management experience in the electronics and technology industry, with expertise in business, marketing, and corporate management. 	NA	-
Singatron Enterprise Co., Ltd. Representative: Yang, Cheng-Gang (Note 1)	<ol style="list-style-type: none"> 1. Master's degree in Business Administration, University of South Australia 2. Currently serves as Chairman of Singatron Electronics (China) Co., Ltd. 3. Over 25 years of experience in R&D and management in the electronics and technology industry, with expertise in business, R&D, marketing, and technology management. 	NA	-

Criteria Name	Professional qualifications and experience	Independence status	Number of concurrent duties as an independent director at a public company
Singatron Enterprise Co., Ltd. Representative: Peng, Ying-Yuan (Note 1)	<ol style="list-style-type: none"> 1. Bachelor's degree in Public Finance, National Chung Hsing University 2. Former Chief Financial Officer and Chief Internal Auditor of Hsin Yin Enterprise Co., Ltd. 3. Over 25 years of experience in finance and accounting, with expertise in financial management, accounting, and internal control. 	NA	-
Hsieh, Chun-Shan	<ol style="list-style-type: none"> 1. Department of Advanced Electronic Equipment Maintenance, Tainan University of Technology (formerly Tainan Vocational High School of Commerce and Industry) 2. Currently serves as Supervisor of Original Price Computer Co., Ltd. and Chairman of Wei Sheng Investment Co., Ltd. 3. Experienced in the information technology industry, with expertise in business management and marketing. 	NA	-
Wang, Hwei-Min	<ol style="list-style-type: none"> 1. Master's degree in Industrial Management, Chung Hua University; Certified Public Accountant 2. Former Managing Partner of Moores Rowland CPAs Firm, with over 30 years of experience as a CPA 3. Expertise in financial accounting and law, contributing to enhanced corporate governance and audit committee oversight. 4. Currently serves as Independent Director of GIGABYTE Technology Co., Ltd., Phison Electronics Corp., and this Company. 5. No violations of any provisions under Article 30 of the Company Act. 	<p>In accordance with the provisions of the Company's Articles of Incorporation and Corporate Governance Best Practice Principles, directors are elected through a candidate nomination system. During the nomination and selection of Board members, the Company has obtained from each director a written statement, work experience,</p>	2

Criteria Name	Professional qualifications and experience	Independence status	Number of concurrent duties as an independent director at a public company
Wang, Sheng-Shun	<ol style="list-style-type: none"> 1. Master’s degree in Law, National Taiwan University; Licensed Attorney 2. Currently serves as Managing Partner of Chao, Wang & Lin Attorneys at Law, with over 30 years of legal experience. 3. Expertise in law and business management, contributing to enhanced corporate governance and audit committee oversight. 4. Currently serves as Independent Director of Lifestyle Global Enterprise, Inc. and this Company. 5. No violations of any provisions under Article 30 of the Company Act. 	<p>current employment certificate, and a disclosure of familial relationships for verification purposes. It has been confirmed that each director, their spouse, and relatives within the second degree of kinship maintain independence from the Company. Furthermore, the Company has verified that each independent director, both during the two years preceding their appointment and throughout their term of office, meets the qualification requirements stipulated by the Financial Supervisory Commission’s “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies” and Article 14-2 of the Securities and Exchange Act. In addition, the independent directors have been duly granted the authority to fully participate in decision-making and express their opinions pursuant to Article 14-3 of the Securities and Exchange Act, thereby enabling them to independently exercise their duties.</p>	2
Chen, Li-Mei	<ol style="list-style-type: none"> 1. Executive MBA, National Sun Yat-sen University 2. Currently serves as Chairman of Sheng Shin Precision Co., Ltd., with over 30 years of industry experience 3. Expertise in financial accounting and business management, contributing to enhanced corporate governance and audit committee oversight. 4. Currently serves as Independent Director of Kingstate Electronics Corp. and this Company. 5. No violations of any provisions under Article 30 of the Company Act. 		1

Note 1: On March 7, 2025, Singatron Enterprise Co., Ltd. replaced its corporate representative, appointing Ms. Peng Ying-Yuan to succeed Mr. Yang Cheng-Kang, who resigned on the same day.

II. Diversity and independence of the Board of Directors:

(I) Diversification of the Board of Directors:

The company advocates for and respects a diverse board policy, aiming to strengthen corporate governance and promote the healthy development of the board's composition and structure. It believes that a diverse policy will contribute to enhancing the overall performance of the company. Board members are selected based on meritocracy, possessing diverse and complementary abilities across industries, including basic composition (such as age, gender, nationality, etc.), as well as industry experience and relevant skills (such as electronics, finance and accounting, law, marketing, and technology), along with abilities in business judgment, management, leadership decision-making, and crisis handling. To enhance the board's functions and achieve the ideal objectives of corporate governance, Article 20 of the company's "Corporate Governance Code" specifies the following capabilities that the overall board should possess: 1. Business judgment, 2. Accounting and financial analysis, 3. Operational management, 4. Crisis handling, 5. Industry knowledge, 6. International market perspective, 7. Leadership, and 8. Decision-making. The current diversity policy and implementation status of the board members of the company are as follows:

Name of director	Basic composition						Industrial experience				Professional field									
	Nationality	Gender	Concurrently an employee	Age			Tenure/ seniority of Independent Directors		Marketing	IT	Accountant/Lawyer	Electronic manufacturing	Business judgment	Accounting and financial analysis	Operational management	Crisis handling	Industry knowledge	International market	Leadership	Decision-making
				51 - 60 years old	61 - 70 years old	71 - 80 years old	Less than 3 years	3 - 9 years												
Singatron Enterprise Co., Ltd. Representative: Peng, Peng-Huang	R.O.C	M	V	V					V		V	V		V	V	V	V	V	V	V
Singatron Enterprise Co., Ltd. Representative: Kan, Hsin-Nan	R.O.C	M				V			V		V	V	V	V	V	V	V	V	V	V
Singatron Enterprise Co., Ltd. Representative: Yang, Cheng-Gang (Note 1)	R.O.C	M		V					V		V	V		V	V	V	V	V	V	V
Enterprise Co., Ltd. Representative: Peng, Ying-Yuan (Note 1)	R.O.C	F		V							V		V	V	V	V	V	V	V	V
Hsieh, Chun-Shan	R.O.C	M		V				V	V			V		V	V	V	V	V	V	V
Wang, Hwei-Min	R.O.C	M		V		V				V		V	V	V	V		V	V	V	V
Wang, Sheng-Shun	R.O.C	M	V			V				V		V		V	V		V	V	V	V
Chen, Li-Mei	R.O.C	F		V		V					V	V	V	V	V	V	V	V	V	V

Note 1: On March 7, 2025, Singatron Enterprise Co., Ltd. replaced its corporate representative, appointing Ms. Peng Ying-Yuan to succeed Mr. Yang Cheng-Kang, who resigned on the same day..

The substantial management objectives of the Company's diversification policy and the achievement are as follows:

Management objectives	Achievement and description
The number of directors concurrently serving as managers of the company should not exceed one-third of the total number of board seats	In the Company's 14th Board of Directors, only one of the seven director seats is concurrently held by a manager, achieving the set target of the Board's diversity policy regarding the number of such seats.
Adequate professional knowledge and skills	The Company's 14th Board of Directors consists of seven directors (including three independent directors), all of whom are distinguished individuals with extensive professional and practical experience. They possess abilities in leadership decision-making, business management, operational judgment, crisis management, industry knowledge, and an international market perspective. The three independent directors have expertise in finance and accounting, and law, while the four directors have backgrounds in electronics manufacturing, information technology, and industrial marketing. The implementation of the board's diversity policy helps enhance corporate governance efficiency and business management performance.
Gender of board members	In the Company's 14th Board of Directors, there are two female directors out of seven directors, accounting for 29% of the total.
The tenure of independent directors	The tenure of all three independent directors is less than three terms, complying with the relevant conditions of independence outlined in the "Regulations on the Establishment and Compliance of Independent Directors for Publicly Issued Companies.

(II) Board independence:

1. Structure of the Board:

The Company has established a director election system. All directors are elected in an open and fair manner, as required under the Articles of Incorporation, the Procedures for Election of Directors, the Corporate Governance Best Practice Principles, and the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies, and Article 14-2 of the Securities and Exchange Act. The Board is currently composed of three independent directors (43%) and four non-independent directors (57%), one of whom is a managerial officer (14%). None of the directors are relatives within the second degree of kinship, which complies with Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act.

2. The Board possesses independence:

The Board of the Company provides guidance for the Company's strategies, supervises the management, and is responsible for the Company and its shareholders. For the operations and arrangements of the corporate governance system, the Board exercises its powers according to laws and regulations, the Articles of Incorporation, or

resolutions made by the shareholders' meeting. The Board of the Company emphasizes the functions of independent operation and transparency; Directors and Independent Directors are independent individuals who independently exercise their powers. Four Independent Directors also comply with the requirements of relevant laws and regulations to supervise the control of the existing or potential risks of the Company with the powers of the Audit Committee so as to duly monitor the effective implementation of the internal control, the election (dismissal) of CPAs and independence, and the appropriate preparation of the financial statements of the Company. Furthermore, the Company has stated that a candidate nomination system shall be adopted for the election of Directors and Independent Directors according to the Procedures for the Election of Directors. The Company encourages shareholders' participation, and shareholders with a certain shareholding or above may propose the list of candidates. The Company carries out the review of candidates' qualifications, confirms whether they violate the circumstances stated in Article 30 of the Company Act, performs relevant acceptance operations according to the law and makes announcements to protect shareholders' interests and avoid the rights of nomination from being monopolized or abused, maintaining independence.

(II) Information on President, Vice Presidents, Assistant Vice Presidents, and heads of departments and branches

March 26, 2024

Title	Nationality	Name	Gender	Date of election (inauguration)	Shares held		Shares held by spouse and minors		Shares held in the name of others		Major career achievements (academic background)	Concurrent duties in other companies	Managerial officers who are spouses or relatives within the second degree of kinship			Remarks
					Number of shares	Shareholding (%)	Number of shares	Shareholding (%)	Number of shares	Shareholding (%)			Title	Name	Relationship	
CSO	R.O.C	Peng, Peng-Huang (Note 2)	Male	September 8, 2023	1,610,000	1.83	4,000	0.00	-	-	Master of Business Administration, Soochow University. Vice Chairman and President, Singatron Enterprise Co., Ltd. Founder and Chairman, T.Y. Management Hsinchu Consulting Co., Ltd.	Chairman and CSO/Corporate Representative Director, TaiSol Electronics Co., Ltd. Corporate representative, TaiSol Electronics (Hong Kong) Co., Ltd. Director, World Window Electronics (H.K.) Limited Vice Chairman and President, Singatron Enterprise Co., Ltd. Chairman, T.Y. Management Consulting Co., Ltd. Director, Info-Tek Corporation Director, Kingstate Electronics Corp. Director, Singatron Electronic (China) Co., Ltd. Director, Suzhou Singatron Auto Co., Ltd. Director, Singatron Technology (HongKong) Co., Ltd. Director, MacroStar Investment Holding (HK) Co., Limited Independent Director, GIGA-BYTE Technology Co., Ltd.				
COO & Acting General Manager	R.O.C	Liu, Ko-Ping	Male	July 26, 2000	-	-	-	-	-	-	EMBA, National Chengchi University Department of Mechanical Engineering, National Taiwan University of Science and Technology	Chief Operating Officer and Acting General Manager of TaiSol Electronics Co., Ltd. Director of DongGuan Electronics Co., Ltd. Director of SiYang TaiSol Electronics Co., Ltd. Director of Suzhou TaiSol Electronics Co., Ltd.	-	-	-	
Chief Financial Officer	R.O.C	Wu, Mei-Ling	Female	April 6, 2021	-	-	-	-	-	-	Institute of Business Administration, National Taipei University Deputy Chief Financial Officer, Sysgration Ltd. Special Assistant to President, Zhen Xi Construction Co., Ltd. Assistant Vice President of Finance, Polar Blue International Co., Ltd. Manager of Finance Department, Solomon Technology Corporation Assistant Vice President of Finance, TaiSol Electronics Co., Ltd.	Supervisor, Suzhou TaiSol Electronics Co., Ltd. Supervisor, SiYang TaiSol Electronics Co., Ltd.	-	-	-	
Senior Assistant Vice President	R.O.C	Lin, Jin-Xiang	Male	March 1, 2000	-	-	-	-	-	-	Department of Electronic Engineering, Asia Eastern University of Science and Technology Engineer, Super Fair Enterprises Limited	Director and corporate representative, Vietnam TaiSol Electronics LLC	-	-	-	
Senior	R.O.C	Guo,	Male	March 3, 2003	738	-	-	-	-	-	Graduate Institute of Management,	-	-	-		

Title	Nationality	Name	Gender	Date of election (inauguration)	Shares held		Shares held by spouse and minors		Shares held in the name of others		Major career achievements (academic background)	Concurrent duties in other companies	Managerial officers who are spouses or relatives within the second degree of kinship			Remarks
					Number of shares	Shareholding (%)	Number of shares	Shareholding (%)	Number of shares	Shareholding (%)			Title	Name	Relationship	
Assistant Vice President		Zheng-Hong									National Taiwan University of Science and Technology Technology Project Manager, Robin Source International Co., Ltd.					
Assistant Vice President	R.O.C	Lu, Wen-Chi	Male	July 1, 2005	91	-	-	-	-	-	Institute of Power Mechanical Engineering, National Tsing Hua University Manager, Inforise Technology Ltd.	-	-	-		
Assistant Vice President	R.O.C	Liu, Ming-Tien	Male	January 1, 2019	4,505	-	-	-	-	-	Department of Mechanical Engineering, Hwa Hsia University of Technology Engineering Assistant, Ange Electronics Co., Ltd. Procedure Engineer, Weistech Technology Co., Ltd.	Legal Representative and Director of DongGuan TaiSol Electronics Co., Ltd.	-	-	-	
Assistant Vice President	R.O.C	Wu, Tsai-Yi	Male	August 7, 2024	3,000	-	-	-	-	-	Department of Mechanical Engineering, Tungnan College of Technology (Junior College) Plant Manager, Youshian Co., Ltd. Assistant Vice President, Guangzhou Lailong Auto Parts Co., Ltd. Manager, Jifu Hardware Co., Ltd.	Legal Representative and Director of Suzhou TaiSol Electronics Co., Ltd. Legal Representative and Director of Siyang TaiSol Electronics Co., Ltd.				
Assistant Vice President	R.O.C	Chien, Mei-Ling	Female	August 7, 2024	-	-	-	-	-	-	Department of English Literature, Tamkang University Sales Representative, Strike Electronics Co., Ltd. Sales Representative, Yechiang Technology Co., Ltd.	Director of Siyang TaiSol Electronics Co., Ltd.				
Chief Auditor	R.O.C	Yang, Tung-Ming	Male	October 30, 2024	-	-	-	-	-	-	Master's Degree, Graduate Institute of Business and Management, Chang Jung Christian University Special Assistant to General Manager's Office, Precision Industrial Co., Ltd. Deputy Director, Audit Department, Lingsuang Technology Co., Ltd. Deputy Manager, Audit Department, Far Eastern New Century Corporation	-	-	-		
Corporate Governance Officer	R.O.C	Chang, Mei-Yuan	Female	August 7, 2024	-	-	-	-	-	-	Bachelor's Degree, Department of Accounting, Fu Jen Catholic University Master's Degree, Department of Accounting, National Taipei University Chief Auditor / Manager of Accounting Department, Shui-Mu International Co., Ltd. Manager of Finance Department, TaiSol Electronics Co., Ltd. Manager of Finance and Administration Department, Answer Online Inc.	-	-	-		

II. Remuneration of Directors, President and Vice Presidents

1. Remuneration of Directors and Independent Directors

Unit: NT\$000'; 31 December 2024

Title	Name	Remuneration of Directors								Sum of A, B, C, and D as a % of the net profit after tax (Note 10)		Remuneration received for serving as an employee concurrently								Sum of A, B, C, D, E, F, and G as a % of the net profit after tax (Note 10)		Remuneration from investees other than subsidiaries or the parent company (Note 11)				
		Compensation(A) (Note 2)		Severance and pension (B)		Remuneration to Directors (C) (Note 3)		Expenses incurred on business (D) (Note 4)				Salary, bonus, and special allowance (E) (Note 5)		Severance and pension (F)		Employee remuneration (G) (Note 6)										
		The Company	All companies included in the financial statements (Note 7)	The Company	All companies included in the financial statements (Note 7)	The Company	All companies included in the financial statements (Note 7)	The Company	All companies included in the financial statements (Note 7)	The Company	All companies included in the financial statements (Note 7)	The Company	All companies included in the financial statements (Note 7)	The Company	All companies included in the financial statements (Note 7)	Cash amount	Stock amount	Cash amount	Stock amount	The Company	All companies included in the financial statements (Note 7)					
Director	Singatron Enterprise Co., Ltd.	-	-	-	-	2,184	2,184	-	-	2,184	2,184	0.83%	0.83%	-	-	-	-	-	-	2,184	2,184	0.83%	0.83%	None		
	Singatron Enterprise Co., Ltd. Representative: Peng, Peng-Huang																							None		
	Singatron Enterprise Co., Ltd. Representative: Kan, Hsin-Nan																							None		
	Singatron Enterprise Co., Ltd. Representative: Yang, Cheng-Gang																							None		
	Hsieh, Chun-Shan	-	-	-	-	1,841	1,841	290	290	2,131	2,131	0.81%	0.81%	6,969	6,969	-	-	3,997	-	3,997	-	13,098	13,098	4.99%	4.99%	None
	Long-Thin Enterprise Co., Ltd. (Note 1)																								None	
	Long-Thin Enterprise Co., Ltd. Representative: Peng, Peng-Huang (Note 1)																								None	
Lin, Chan-Lieh (Note 1)																								None		
Independent Director	Wang, Hwei-Min																							None		
	Wang, Sheng-Shun	-	-	-	-	3,274	3,274	540	540	3,814	3,814	1.45%	1.45%	-	-	-	-	-	-	3,814	3,814	1.45%	1.45%	None		
	Chen, Li-Mei																							None		
	Chang, Wen-Tien (Note 1)																							None		
	Tseng, Tien-Yun (Note 1)																							None		
	Chen, Chih-Hung (Note 1)																							None		
	Fang, Yen-Ling (Note 1)																							None		

1. Please describe the policy, system, standards, and structure of the remuneration of Directors and Independent Directors and describe the linkage of duties and risks assumed, time invested, and other factors to the amount of remuneration:
The Remuneration Committee and the Board are authorized to determine Directors' and Independent Directors' travel expenses and remuneration based on their participation and operations and contributions. Directors' and Independent Directors' Remuneration distributed from earnings is specified according to the Articles of Incorporation, and determined by the Remuneration Committee and the Board as authorized based on the appraisal of Directors' performance.

2. Except as disclosed in the above table, the remuneration received by the Company's Directors for providing services (such as serving as a consultant in a non-employee capacity of the parent company/all companies in the financial statements/investees) in the most recent year: None.

**Remunerations distributed from earnings are temporary estimations, and the actual distribution amount has not been finalized.
Note 1: The directors Long-Thin Enterprise Co., Ltd., Lin, Chan-Lieh, independent directors Chang, Wen-Tien, Tseng, Tien-Yun, Chen, Chih-Hung, and Fang, Yen-Ling were dismissed on May 24, 2024.

Pay Scale

Scale of remuneration to the Company's directors	Name of director			
	Sum of A+B+C+D		Sum of A+B+C+D+E+F+G	
	The Company (Note 8)	All companies included in the financial statements (Note 9) H	The Company (Note 8)	All companies included in the financial statements (Note 9) I
Below NT\$1,000,000	Peng, Peng-Huang; Kan, Hsin-Na; Yang, Cheng-Gang; Hsieh, Chun-Shan; Long-Thin Enterprise; Lin, Chan-Lieh; Wang, Hwei-Min; Wang, Sheng-Shun; Chen, Li-Mei; Chang, Wen-Tien; Tseng, Tien-Yun; Chen, Chih-Hung; Fang, Yen-Ling	Peng, Peng-Huang; Kan, Hsin-Na; Yang, Cheng-Gang; Hsieh, Chun-Shan; Long-Thin Enterprise; Lin, Chan-Lieh; Wang, Hwei-Min; Wang, Sheng-Shun; Chen, Li-Mei; Chang, Wen-Tien; Tseng, Tien-Yun; Chen, Chih-Hung; Fang, Yen-Ling	Kan, Hsin-Na; Yang, Cheng-Gang; Hsieh, Chun-Shan; Long-Thin Enterprise; Lin, Chan-Lieh; Wang, Hwei-Min; Wang, Sheng-Shun; Chen, Li-Mei; Chang, Wen-Tien; Tseng, Tien-Yun; Chen, Chih-Hung; Fang, Yen-Ling	Kan, Hsin-Na; Yang, Cheng-Gang; Hsieh, Chun-Shan; Long-Thin Enterprise; Lin, Chan-Lieh; Wang, Hwei-Min; Wang, Sheng-Shun; Chen, Li-Mei; Chang, Wen-Tien; Tseng, Tien-Yun; Chen, Chih-Hung; Fang, Yen-Ling
NT\$1,000,000 (inclusive)–NT\$2,000,000 (exclusive)				
NT\$2,000,000 (inclusive)–NT\$3,500,000 (exclusive)	Singatron Enterprise	Singatron Enterprise	Singatron Enterprise	Singatron Enterprise
NT\$3,500,000 (inclusive)–NT\$5,000,000 (exclusive)				
NT\$5,000,000 (inclusive)–NT\$10,000,000 (exclusive)				
NT\$10,000,000 (inclusive)–NT\$15,000,000 (exclusive)			Peng, Peng-Huang	Peng, Peng-Huang
NT\$15,000,000 (inclusive)–NT\$30,000,000 (exclusive)				
NT\$30,000,000 (inclusive)–NT\$50,000,000 (exclusive)				
NT\$50,000,000 (inclusive)–NT\$100,000,000 (exclusive)				
Over NT\$100,000,000				
Total	14 persons	14 persons	14 persons	14 persons

Note 1: Names of the Directors shall be set out separately (for corporate shareholders, the name and representative of corporate shareholders shall be set out separately), general Directors and Independent Directors shall be set out separately, with their remuneration disclosed in aggregate.

Note 2: Refer to the compensation of Directors in the most recent year (including their salaries, duty allowance, severance payment, bonuses, and incentives).

Note 3: Refer to the intended amount of Directors' remuneration distributed as approved by the Board before the shareholders' meeting for the proposal for earning distribution in the most recent year.

Note 4: Refer to expenses incurred by Directors on business in the most recent year (including travel expenses, special allowance, allowances, dormitory, company car, and the provision of other benefits in kind). If houses, vehicles, and other transport or expenses exclusive to an individual are provided, the nature and costs of the assets provided, actual rental or rental calculated based on the fair

market price, fuel costs, and other payments shall be disclosed. If a driver is appointed, please describe relevant compensation paid by the Company to the driver; however, such compensation is not included in the remuneration.

Note 5: Refer to salaries, duty allowance, severance payment, bonuses, incentives, travel expenses, special allowance, allowances, dormitory, company car, and benefits in kind received by Directors who are concurrently employees (including the concurrent position of President, Vice Presidents, other managerial officers, and employees) in the most recent year. If houses, vehicles, and other transport or expenses exclusive to an individual are provided, the nature and costs of the assets provided, actual rental or rental calculated based on the fair market price, fuel costs, and other payments shall be disclosed. If a driver is appointed, please describe relevant compensation paid by the Company to the driver; however, such compensation is not included in the remuneration. Furthermore, salary expenses (including employee stock option certificates, restricted stock awards, and shares subscribed under capital increases in cash) recognized according to IFRS 2 “Share-based Payment” shall also be included in the remuneration.

Note 6: For employee remuneration (including stock and cash) received by Directors who are concurrently employees (including the concurrent position of President, Vice Presidents, other managerial officers, and employees) in the most recent year, the amount of distribution of remuneration of employees approved as a resolution by the Board before in the most recent year shall be disclosed. If the amount cannot be estimated, calculate the intended amount of distribution for the year based on the actual distribution amount and ratio of the preceding year.

Note 7: The sum of remunerations paid by all companies in the consolidated report (including the Company) to the Directors shall be disclosed.

Note 8: For the sum of remunerations paid by the Company to the Directors, the name of the Directors shall be disclosed in the range where they belong.

Note 9: The sum of remunerations paid by all companies in the consolidated financial statements (including the Company) to the Directors shall be disclosed, and the name of the Directors shall be disclosed in the range where they.

Note 10: Net profit after tax refers to the profit after tax stated in the parent company only or unconsolidated financial statements for the most recent year.

Note 11: a. Please specify whether the Directors receive relevant remunerations from investees other than subsidiaries or the parent company (if not, please specify “No”).

b. If Directors receive relevant remunerations from investees other than subsidiaries or the parent company, please combine the amount of remuneration received by the Directors from investees other than subsidiaries or the parent company into column I of the Pay Scale and rename the columns “Parent company and all investees.”

c. Remuneration refers to the compensation, remuneration (including remuneration of employees, Directors and supervisors), expenses incurred on business, and other relevant remunerations received by Directors in the nature of Directors, supervisors, or managerial officers of investees other than subsidiaries.

* The remuneration disclosed in the table is different from the concept of income under the Income Tax Act; therefore, the purpose of the table is for information disclosures only instead of taxation.

2. Remuneration of President and Vice Presidents

Unit: NT\$000'; 31 December 2024

Title	Name	Salary (A) (Note 2)		Severance and pension (B)		Bonus and special allowance (C) (Note 3)		Employees' remuneration (D) (Note 4)				Sum of A, B, C, and D as a % of the net profit after tax (Note 8)		Remuneration from investees other than subsidiaries or from the parent company (Note 9)
		The Company	All companies included in the financial statements (Note 5)	The Company	All companies included in the financial statements (Note 5)	The Company	All companies included in the financial statements (Note 5)	The Company		All companies included in the financial statements (Note 5)		The Company	All companies included in the financial statements (Note 5)	
								Cash amount	Stock amount	Cash amount	Stock amount			
CSO	Peng, Peng-Huang													None
Presiden and CEO	Liang, Chun-Hsin (Note 1)													None
COO & Acting General Manager	Liu, Ko-Ping	15,843	16,956	405	405	5,831	5,836	9,738	-	9,738	-	31,816 (12.11%)	32,935 (12.54%)	None
Vice President	Liu, Zhi-Ming (Note 2)													None
Vice President	Yu, Jun-Yi (Note 3)													None
Chief Financial Officer	Wu, Mei-Ling													None

* Regardless of titles, the remuneration of any positions equivalent to President or Vice Presidents (President, CEO, chief inspector, and others) shall be disclosed.

Note 1: Presiden and CEO Liang, Chun-Hsin retired on August 31, 2024.

Note 2: Vice President Liu, Zhi-Ming resigned on August 31, 2024.

Note 3: President Yu, Jun-Yi retired on May 31, 2024.

Pay Scale

Scale of remuneration to the Company's President and Vice Presidents	Name of President and Vice Presidents	
	The Company (Note 6)	All investees (Note 7) E
Below NT\$1,000,000	Yu, Chun-Yi	
NT\$1,000,000 (inclusive)–NT\$2,000,000 (exclusive)	Liu, Zhi-Ming	Yu, Chun-Yi; Liu, Zhi-Ming
NT\$2,000,000 (inclusive)–NT\$3,500,000 (exclusive)		
NT\$3,500,000 (inclusive)–NT\$5,000,000 (exclusive)	Liang, Chun-Hsin;	Liang, Chun-Hsin;
NT\$5,000,000 (inclusive)–NT\$10,000,000 (exclusive)	Liu, Ko-Ping; Wu, Mei-Ling	Liu, Ko-Ping; Wu, Mei-Ling
NT\$10,000,000 (inclusive)–NT\$15,000,000 (exclusive)	Peng, Peng-Huang	Peng, Peng-Huang
NT\$15,000,000 (inclusive)–NT\$30,000,000 (exclusive)		
NT\$30,000,000 (inclusive)–NT\$50,000,000 (exclusive)		
NT\$50,000,000 (inclusive)–NT\$100,000,000 (exclusive)		
Over NT\$100,000,000		
Total	6 persons	6 persons

Note 1: Name of President and Vice Presidents shall be set out separately, with their remuneration disclosed in aggregate.

Note 2: Refer to salaries, duty allowance, and severance payment of the President and Vice Presidents for the most recent year.

Note 3: Refer to bonuses, incentives, travel expenses, special allowance, allowances, dormitory, company car, benefits in kind, and other remunerations of President and Vice Presidents for the most recent year. If houses, vehicles, and other transport or expenses exclusive to an individual are provided, the nature and costs of the assets provided, actual rental or rental calculated based on the fair market price, fuel costs, and other payments shall be disclosed. If a driver is appointed, please describe relevant compensation paid by the Company to the driver; however, such compensation is not included in the remuneration. Furthermore, salary expenses (including employee stock option certificates, restricted stock awards, and shares subscribed under capital increases in cash) recognized according to IFRS 2 “Share-based Payment” shall also be included in the remuneration.

Note 4: Refer to the amount of distribution of remuneration of employees (including stock and cash) to the President and Vice Presidents approved as a resolution by the Board in the most recent year. If the amount cannot be estimated, calculate the intended amount of distribution for the year based on the actual distribution amount and ratio of the preceding year.

Note 5: The sum of remunerations paid by all companies in the consolidated financial statements (including the Company) to the President and Vice Presidents shall be disclosed.

Note 6: For the sum of remunerations paid by the Company to the President and Vice Presidents, the name of the President and Vice Presidents shall be disclosed in the range where they belong.

Note 7: The sum of remunerations paid by all companies in the consolidated report (including the Company) to the President and Vice Presidents shall be disclosed, and the

name of the President and Vice Presidents shall be disclosed in the range where they are.

Note 8: Net profit after tax refers to the profit after tax stated in the parent company only or unconsolidated financial statements for the most recent year.

Note 9: a. Please specify whether the President and Vice Presidents receive relevant remunerations from investees other than subsidiaries or the parent company (if not, please specify "No").

b. If the President and Vice Presidents receive remuneration from invested enterprises, other than subsidiaries, or the parent company, the remuneration received by the President and Vice Presidents from invested enterprises, other than subsidiaries, or the parent company, Incorporated into Column E of Pay Scale and renamed the column as "Parent Company and all investees."

c. Remuneration refers to the compensation, remuneration (including remuneration of employees, Directors and supervisors), expenses incurred on business, and other relevant remunerations received by Directors, President and Vice Presidents in the nature of Directors, supervisors, or managers of investees other than subsidiaries.

* The remuneration disclosed in the table is different from the concept of income under the Income Tax Act; therefore, the purpose of the table is for information disclosures only instead of taxation.

3. Name of managerial officers who distribute employee remuneration and the distribution status:

Names of managerial officers who distribute employees' remuneration and the distribution status

31 December 2024 (Unit: NT\$000')

	Title (Note 1)	Name (Note 1)	Stock amount	Cash amount	Total	Total as a percentage of net profit after tax (%)
Managerial officer	CSO	Peng, Peng-Huang	-	12,619 (Note 4)	12,619	4.80%
	COO & Acting General Manager	Liu, Ko-Ping				
	Chief Financial Officer	Wu, Mei-Ling				
	Senior Assistant Vice President	Lin, Jin-Xiang				
	Senior Assistant Vice President	Guo, Zheng-Hong				
	Assistant Vice President	Lu, Wen-Chi				
	Senior Assistant Vice President	Liu, Ming-Tien				
	Assistant Vice President	Wu, Tsai-Yi				
	Assistant Vice President	Chien, Mei-Ling				
	Chief auditor	Yang, Tung-Ming				
	Corporate Governance Officer	Chang, Mei-Yuan				

Note 1: Names and titles shall be individually disclosed; however, the amount of profit distribution may be disclosed in aggregate.

Note 2: Refer to the amount of distribution of remuneration of employees (including stock and cash) to the managerial officers of the Company approved as a resolution by the Board in the most recent year. If the amount cannot be estimated, calculate the intended amount of distribution for the year based on the actual distribution amount and ratio of the preceding year. Net profit after tax refers to the profit after tax for the most recent year. For companies that adopted the IFRSs, the net profit after tax refers to the net profit after tax on the parent company only or unconsolidated financial statements for the most recent year.

Note 3: The scope of the application of managerial officers shall be subject to the requirements of Letter Tai-Cai-Zheng-San-Zi No.0920001301 on March 27 2003; the scope is as follows:

- (1) President and equivalents
- (2) Vice President and equivalents
- (3) Assistant Vice President and equivalents
- (4) Chief of the Finance Department
- (5) Chief of the Accounting Department
- (6) Other persons who are entitled to manage affairs and sign for the Company

Note 4: Not yet approved by the 2025 annual shareholders' meeting.

(IV) Comparison and analysis of the total remuneration paid to the Company's directors, Presidents, and Vice Presidents in the most recent two years by the Company and all companies included in the consolidated financial statements as a percentage of the after-tax net income listed in the parent company only or unconsolidated financial statements; and an explanation of the policies, standards, and combination, the procedure for determining remuneration, and its linkage to operating performance.

(1) 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.

Unit: NT\$000'

Item	Year	2023		2024	
		The Company	Companies in the consolidated financial statements	The Company	Companies in the consolidated financial statements
Remuneration of Directors		42,617	43,321	19,095	19,095
Ratio of the total remuneration of Directors to net profit after tax (%)		17.52	17.81	7.27	7.27
Total remuneration of President and Vice Presidents		51,828	55,759	31,816	32,935
Ratio of the total remuneration of President and Vice Presidents to net profit after tax (%)		21.30	22.92	12.11	12.54

(2) The remuneration policies, standards, and packages, the procedures for determining remunerations, and its linkage to business performance and future risks

A. Directors: The Remuneration Committee and the Board are authorized to determine the travel expenses and compensation of Directors based on the level of participation in the Company's operations and contributions. Remunerations of Directors distributed from earnings are subject to the requirements of the Articles of Incorporation, and the Remuneration Committee and the Board are authorized to determine based on the results of the performance evaluation of Directors.

B. President and Vice Presidents: The Company's salary for President and Vice Presidents is determined by reference to the salary policy of the same industry at the time of appointment. After that, the salary adjustment will be made in accordance with the Company's annual salary policy and performance evaluation. Evaluation results are adjusted, and the distribution of bonus and employee remuneration is based on Articles of Incorporation and with reference to the operating performance of the current year and its contribution to the Company. The relevant distribution proposals are reviewed and discussed by the Remuneration Committee.

III. Implementation of Corporate Governance

(I) Operations of the Board of Directors

1. In the most recent year (2024), the Board of Directors held 8 (A) (Note 1) meetings. Below are the directors attending these meetings:

Title	Name or corporate name	Number of meetings attended in person B	Number of meetings attended by proxy	Actual attendance rate (%) "B/A"	Remarks
Chairman	Singatron Enterprise Co., Ltd. Representative: Peng, Peng-Huang	8	0	100%	(Note 2)
Director	Singatron Enterprise Co., Ltd. Representative: Kan, Hsin-Nan	5	0	100%	Newly Appointed After the Election on May 24,2024
Director	Singatron Enterprise Co., Ltd. Representative: Yang, Cheng-Gang	4	1	80%	Newly Appointed After the Election on May 24,2024
Director	Hsieh, Chun-Shan	7	1	88%	
Independent Director	Wang, Hwei-Min	5	0	100%	Newly Appointed After the Election on May 24,2024
Independent Director	Wang, Sheng-Shun	5	0	100%	Newly Appointed After the Election on May 24,2024
Independent Director	Chen, Li-Mei	5	0	100%	Newly Appointed After the Election on May 24,2024
Director	Lin, Chan-Lieh	3	0	100%	Resigned After the Election on May 24, 2024
Independent Director	Chang, Wen-Tien	3	0	100%	Resigned After the Election on May 24, 2024
Independent Director	Tseng, Tien-Yun	3	0	100%	Resigned After the Election on May 24, 2024
Independent Director	Chen, Chih-Hung	3	0	100%	Resigned After the Election on May 24, 2024
Independent Director	Fang, Yen-Ling	3	0	100%	Resigned After the Election on May 24, 2024

Note 1: The Company held a re-election of directors at the shareholders' annual meeting on May 24, 2024. The newly appointed directors assumed office on May 24, 2024. Prior to the re-election, the board of directors held 3 meetings, and after the re-election, the board held 5 meetings.

Note 2: Previously served as the legal representative of Long-Thin Enterprise Co., Ltd.; appointed as the legal representative of Singatron Enterprise Co., Ltd. following the re-election at the Annual General Shareholders' Meeting on May 24, 2024.

Other mentionable items:

I. 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:

- (I) Matters referred to in Article 14-3 of the Securities and Exchange Act: The Company has established its Audit Committee; therefore, the requirements under Article 14-3 of the Securities and Exchange Act shall not apply; see the operation of the Audit Committee.
- (II) 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: None.

II. 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:

Date/ session	Name of director	Proposals	Cause of conflict of interest and status of voting participation
2024/01/12 13th Term 18th meeting	Peng, Peng- Huang	Proposal for the distribution standard and amount of terminal end bonuses for 2023 and remuneration of employees for 2022	The proposal was approved by attending directors other than those interested in the proposal, who avoided discussion and voting due to conflict of interest.
2024/05/24 14th Term Extraordinary meeting	Peng, Peng- Huang Wang, Hwei- Min Wang, Sheng- Shun	Reappointment of the Nomination Committee Members	The proposal was approved by attending directors other than those interested in the proposal, who avoided discussion and voting due to conflict of interest.
2024/06/27 14th Term 1st meeting	Wang, Hwei- Min Wang, Sheng- Shun Chen, Li-Mei	Appointment of the 6th Remuneration Committee Members	The proposal was approved by attending directors other than those interested in the proposal, who avoided discussion and voting due to conflict of interest.
2024/06/27 14th Term 1st meeting	Peng, Peng- Huang Kan, Hsin- Nan Yang, Cheng- Gang	Proposal for the release of non-competition restrictions on the Director	The proposal was approved by attending directors other than those interested in the proposal, who avoided discussion and voting due to conflict of interest.
2024/06/27 14th Term 2nd meeting	Peng, Peng- Huang	1. Approval of Manager Salary Adjustment for the Year 2024 2. Approval of Employee Compensation and Performance Bonus for the Year 2023	The proposal was approved by attending directors other than those interested in the proposal, who avoided discussion and voting due to conflict of interest.
2024/10/30 14th Term 3rd meeting	Peng, Peng- Huang Wang, Hwei- Min	Proposal for the release of non-competition restrictions on the Director	The proposal was approved by attending directors other than those interested in the proposal, who avoided discussion and voting due to conflict of interest.

III. A company listed on TWSE/TPEX shall disclose the evaluation cycle and period, evaluation scope, method, evaluation content, and other information of the self- (or peer) evaluation of the Board:

Evaluation cycle	Evaluation period	Scope of evaluation	Evaluation method	Evaluation items
Once a year	2024.01.01 - 2024.12.31	Board of Directors (40%)	Internal self- evaluation of the Board Peer evaluation	Performance evaluation aspects and weight ratio: 1. Participation in the operation of the Company 30% 2. Improvement of the quality of the Board's decision- making 25% 3. Composition and structure of the board of directors

				10%	4. Election and continuing education of the Directors 15%
				5. Internal control 20%	
		Individual Board member (30%)	1. Self-evaluation of Board members	Performance evaluation aspects and weight ratio: 1. Mastery of the Company's objectives and mission 10% 2. Awareness of the duties of Directors 15% 3. Participation in the operation of the Company 30% 4. Management of internal relationships and communication 15% 5. Election and continuing education of the Directors 10% 6. Internal control 20%	
		Individual Board member (30%)	1. Evaluation of meeting departments of the Board 2. Evaluation of the Chairman 3. Peer evaluation	Performance evaluation aspects and weight ratio: 1. Compliance with applicable laws and regulations 55% 2. Participation in the operation of the Company 45%	
Once a year	2024.01.01 - 2024.12.31	Audit Committee Compensation Committee Nomination Committee	Self-evaluation of functional committees	Performance evaluation aspects and weight ratio: 1. Participation in the operation of the Company 20% 2. Awareness of the Responsibilities of the Functional Committees 25% 3. Improvement of the quality of the functional committees' decision-making 35% 4. Election and continuing education of members of functional committees 15% 5. Internal control 5%	

IV. The goals of strengthening functions of the Board in the current year and most recent year (e.g., establish Audit Committee, promote information transparency) and implementation status:
The Company has established an Audit Committee, a Compensation and Remuneration Committee, and a Nomination Committee, each of which assists the Board of Directors in fulfilling its supervisory responsibilities.

(II) Operation of the Audit Committee or the participation of supervisors in Board meetings:

1. Operations of the Audit Committee

The Audit Committee held 7 meetings (A) (Note 1) in the most recent year (2024). Below are the members attending these meetings:

Title	Name	Number of meetings attended in person (B)	Number of meetings attended by proxy	Attendance rate (%) (B/A)	Remarks
Independent Director	Wang, Hwei-Min	4	0	100.00%	Newly Appointed After the Election on May 24,2024
Independent Director	Wang, Sheng-Shun	4	0	100.00%	Newly Appointed After the Election on May 24,2024
Independent Director	Chen, Li-Mei	4	0	100.00%	Newly Appointed After the Election on May 24,2024
Independent Director (convener)	Fang, Yen-Ling	3	0	100.00%	Resigned After the Election on May 24, 2024
Independent Director	Chang, Wen-Tien	3	0	100.00%	Resigned After the Election on May 24, 2024
Independent Director	Tseng, Tien-Yun	3	0	100.00%	Resigned After the Election on May 24, 2024
Independent Director	Chen, Chih-Hung	3	0	100.00%	Resigned After the Election on May 24, 2024

Note 1: The Company held a re-election of directors at the shareholders' annual meeting on May 24, 2024. The newly appointed directors assumed office on May 24, 2024. Prior to the re-election, the Audit Committee held 3 meetings, and after the re-election, the Audit Committee held 4 meetings.

Other mentionable items:

- I. If any of the following circumstances occurs to the operations of the Audit Committee, the date of the Audit Committee meeting, session, content of proposals, opposing opinions, content of qualified opinions, or material recommendations of Independent Directors, or the content of material recommendations, resolutions of the Audit Committee, and the Company's response to the opinions of the Audit Committee shall be specified:

(I) Matters specified in Article 14-5 of the Securities and Exchange Act.

Date/ session	Proposals	Objections, reservations or significant suggestions by independent directors	Resolutions by the Audit Committee and the Company's approval of the audit committee's opinions
January 12, 2024, 1st Term 13th Meeting	<ol style="list-style-type: none"> Proposal for the 2024 business plan and budget Proposal for 2024 CPA independence review and annual certification fees Proposal for Subsidiary Siyang TaiSol Electronics Co., Ltd.'s Funding Loan to Suzhou TaiSol Electronics Co., Ltd. Proposal for Amend the Company's "Procedures for Acquiring or Disposing of Assets" 	None	Approved by all attending members of the Audit Committee and by all attending directors as recommended by the Audit Committee.

<p>March 1, 2024 1st Term 14th Meeting</p>	<ol style="list-style-type: none"> 1. Proposal for 2023 "Assessment of Internal Control Effectiveness" and "Internal Control System Declaration" 2. Proposal for 2023 Standalone and Consolidated Financial Statements 3. Proposal for 2023 Business Report and Profit Distribution Proposal 4. Proposal for Termination of Operations for Subsidiary Taisol Electronics Japan Co., Ltd. 5. Proposal for Lift Non-Compete Restrictions for Newly Appointed Directors 	<ol style="list-style-type: none"> 1. Independent Director Tseng Tien-Yun expressed a qualified opinion on the 2023 standalone and consolidated financial statements. 2. All Independent Directors expressed reservations regarding the proposal to lift the non-competes restrictions for the newly appointed directors of the company. Specifically, they reserved their stance on lifting the non-competes restrictions for the three representatives of Singatron Enterprise Co., Ltd., namely Kan Hsin-Nan, Peng Peng-Huang, and Yang Cheng-Gang, and recommended that this procedure be completed by the next Board of Directors after the shareholders' meeting. 	<ol style="list-style-type: none"> 1. 2023 Standalone and Consolidated Financial Statements: Independent Director Tseng Tien-Yun expressed a qualified opinion, while the remaining directors agreed to approve the proposal as presented. 2. Proposal to Lift Non-Compete Restrictions for Newly Appointed Directors: Independent Directors Chang Wen-Tien, Fang Yen-Ling, Chen Chih-Hung, Tseng Tien-Yun, and Director Lin Chan-Lieh expressed reservations regarding the lifting of non-competes restrictions for the three representatives of Singatron Enterprise Co., Ltd., namely Kan Hsin-Nan, Peng Peng-Huang, and Yang Cheng-Gang. They recommended that the procedure be completed by the next Board of Directors after the shareholders' meeting. Directors Peng Peng-Huang and Hsieh Chun-Shan supported the proposal as presented.
<p>April 29, 2024 1st Term 15th Meeting</p>	<ol style="list-style-type: none"> 1. Proposal for Funding Loan from Subsidiary Dongguan TaiSol Electronics Co., Ltd. to Siyang TaiSol Electronics 	<p>None</p>	<p>Approved by all attending members of the Audit Committee and by</p>

		Co., Ltd. 2. Proposal for Cancellation of Short-Term Financing Limits for Subsidiary Siyang TaiSol Electronics Co., Ltd. and Suzhou TaiSol Electronics Co., Ltd., and Simultaneous Release of the Company's Endorsement Guarantees for Siyang TaiSol and Suzhou TaiSol		all attending directors as recommended by the Audit Committee.
June 27, 2024 2nd Term 1st Meeting		1. Proposal for Lift Non-Compete Restrictions for the Company's Directors 2. Proposal for Increase the Capital Expenditure Budget for 2024	None	Approved by all attending members of the Audit Committee and by all attending directors as recommended by the Audit Committee.
August 7, 2024 2nd Term 2nd Meeting		1. Proposal for Preparation of the Consolidated Financial Statements for the Second Quarter of 2024 2. Proposal for Application for Bank Foreign Exchange (Hedging) Transaction Limits 3. Proposal for Appointment of the Company's Audit Supervisor 4. Proposal for Termination of Operations for Subsidiary Vietnam TaiSol Electronics Company Limited 5. Proposal for Overseas Investment Proposal	None	Approved by all attending members of the Audit Committee and by all attending directors as recommended by the Audit Committee.
September 12, 2024 2nd Session 3rd Meeting		1. Proposal to Increase Investment in Thailand 2. Proposal for Land Acquisition by Thai Subsidiary, TaiSol Electronics (Thailand) Co., Ltd.	None	Approved by all attending members of the Audit Committee and by all attending directors as recommended by the Audit Committee.
October 30, 2024 2nd Term 4th meeting		1. Approval of the Consolidated Financial Statements for the Third Quarter of 2024 2. Approval of the 2025 Audit Plan 3. Establishment of the "Procedures for Preparing and Assuring Sustainability Reports" 4. Amendment to the Company's "Internal Control System"	None	Approved by all attending members of the Audit Committee and by all attending directors as recommended by the Audit Committee.

	5. Amendment to the Company's "Operational Guidelines for Group Enterprises, Specific Companies, and Related Party Transactions" 6. Change in the Company's Chief Audit Officer 7. Loan from Dongguan TaiSol Electronics Co., Ltd. to Suzhou TaiSol Electronics Co., Ltd. 8. Loan from the Company to TaiSol Electronics (Hong Kong) Co., Ltd. 9. Approval to Release Non-Compete Restrictions on the Company's Directors		
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(II) Other matters which were not approved by the Audit Committee but were approved by two-thirds or more of all directors: None.

II. 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:

Date/ session	Name of independent director	Proposals	Cause of conflict of interest and status of voting participation
October 30, 2024 2nd Term 4th meeting	Wang, Hwei-Min	Approval to Release Non-Compete Restrictions on the Company's Directors	The proposal was approved by attending directors other than those interested in the proposal, who avoided discussion and voting due to conflict of interest.

III. 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.):

(I) Communication between Independent Directors and the Chief Auditor:

Meeting date	Meeting nature	Communication highlight	Communication results
2024/03/01	Information discussion	2023 self-evaluation report on the internal control system.	Upon consideration, the report was submitted to and approved by the Audit Committee and the Board.
2024/10/30	Information discussion	Presentation of the 2025 annual audit plan.	Upon consideration, the plan was submitted to and approved by the Audit Committee and the Board.

(II) Communication between Independent Directors and CPAs:

Meeting date	Meeting nature	Subject of communication
2024/01/12	Audit Committee The 13th meeting of the 1st Board	1. Declaration of Independence 2. Audit Quality Indicators (AQIs)
2024/03/01	Information discussion	Description of Key Audit Matters
2024/03/01	Audit Committee The 14th meeting of the 1st Board	1. Independence 2. Description of the 2023 consolidated financial statements

			3. Important regulatory updates
2024/04/29	Information discussion		Description of Key Audit Matters
2024/04/29	Audit Committee The 15th meeting of the 1st Board		1. Independence 2. Description of the Q1 2024 consolidated financial statements 3. Important regulatory updates
2024/08/07	Information discussion		Audit Plan for the 2024 Financial Statements and Report on Key Audit Matters
2024/08/07	Audit Committee The 2nd meeting of the 2nd Board		1. Independence 2. Description of the Q2 2024 consolidated financial statements 3. Important regulatory updates
2024/10/30	Audit Committee The 4th meeting of the 2nd Board		1. Independence 2. Description of the Q3 2024 consolidated financial statements 3. Important regulatory updates

2. Attendance of Supervisors at Board Meetings: The Company has established its Audit Committee to replace supervisors on 5 July 2021.

(III) Corporate Governance Implementation Status and Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”

Evaluation item	Implementation			Non-implementation and its reason(s)
	Yes	No	Description	
I. 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 the "Corporate Governance Best Practice Principles" and disclosed it on the MOPS and its website.	No material difference
II. The Company's equity structure and shareholder equity				
(I) Does the company establish an internal operating procedure to deal with shareholders' suggestions, doubts, disputes and litigations, and implement based on the procedure?	V		(I) The Company has established its “Rules of Procedures for Shareholders’ Meetings” and “Corporate Governance Best Practice Principles” and complied with relevant operations. In addition, a "shareholder section” is established on the Company’s website, and there are dedicated personnel handling relevant matters.	No material difference
(II) Does the company possess the list of its major shareholders as well as the ultimate owners of those shares?	V		(II) The Company regularly monitors the list of major shareholders and their controllers. If any of them are directors, major	No material difference

Evaluation item	Implementation			Non-implementation and its reason(s)
	Yes	No	Description	
(III) Does the company establish and execute the risk management and firewall system within its conglomerate structure?	V		(III) shareholders, or managers, the Company duly reports any changes in their shareholding in accordance with applicable laws and within the prescribed timeframes. (III) The operations of assets, finance, and accounting of affiliates of the Company are separate, and the dealings between enterprises comply with the requirements of the internal control system; the Company has also established its “Regulations for Monitoring Subsidiaries” to reinforce our risk control.	No material difference
(IV) Does the company establish internal rules against insiders trading with undisclosed information?	V		(IV) The Company has established its Procedures for Handling Material Inside Information and Procedures for Ethical Corporate Management and Guidelines for Conduct to specify that employees shall avoid conflicts of interest related to their duties and shall not make use of undisclosed information they acknowledged to engage in insider trading; the Company also regularly organizes educational training for promotion.	No material difference
III. Composition and responsibilities of the Board of Directors				
(I) Does the Board develop and implement a diversified policy for the composition of its members?	V		(I) The “Procedures for the Election of Directors” and “Corporate Governance Best Practice Principles” of the Company have established the diversification policy of Board members; for the principles, substantial management targets, and implementation, see the “Board diversification and independence” section.	No material difference
(II) Does the company voluntarily establish other functional committees in addition to the Remuneration	V		(II) In addition to the functional committees established in accordance with legal requirements, the Company has also established a	No material difference

Evaluation item	Implementation			Non-implementation and its reason(s)
	Yes	No	Description	
Committee and the Audit Committee?			Nomination Committee and a Sustainability Development Committee. For information regarding their respective responsibilities and operations, please refer to the relevant details on committee members and their activities.	
(III) Does the company establish a standard to measure the performance of the Board and implement it annually, and are performance evaluation results submitted to the Board of Directors and referenced when determining the unconsolidated remuneration of directors and nominations for reelection?	V		(III) The Company has established the Regulations for the Performance Evaluation of Directors and Managerial Officers. Apart from executing internal evaluations for the performance of the Board, individual Board members, and functional committees each year, the Company executes an external evaluation for the performance of the Board every three years to serve as the basis for the unconsolidated remuneration and nomination for re-appointment of Directors.	No material difference
(IV) Does the company regularly evaluate the independence of CPAs?	V		(IV) The Company's Audit Committee conducts an annual assessment of the independence and competence of the certifying accountants. In addition to requiring the certifying accountants to provide an 'Independence Declaration' and 'Audit Quality Indicators (AQIs),' the Committee also evaluates them based on the standards outlined in Note 1 and 13 AQI metrics.	No material difference

<p>IV. Has the Company allocated an appropriate number of qualified persons and appointed a chief of corporate governance in charge of corporate governance affairs (Including but not limited to providing directors with information necessary for the performance of their duties, assisting directors in complying with laws and regulations, handling matters related to the convening of board and shareholders' meetings in accordance with the law, and preparing minutes for board and shareholders' meetings.)?</p>	<p>V</p>	<p>On August 7, 2024, the Board of Directors of the Company resolved to appoint Ms. Chang, Mei-Yuan, Senior Manager of the Finance Department, as the Corporate Governance Officer. The Board Secretary Office was designated as the responsible unit for corporate governance matters, in charge of coordinating with various departments to provide information necessary for directors to perform their duties, assisting directors in complying with laws and regulations, and handling matters related to the convening of board and shareholders' meetings in accordance with legal requirements. Below are the work items performed in the year:</p> <ol style="list-style-type: none"> I. Assist Directors in performing their duties: <ol style="list-style-type: none"> (I) Assist in establishing or amending relevant regulations of the Company according to the amendments to laws and regulations for Directors' acknowledgment and reference. (II) Assist in maintaining the communications and exchanges between Directors and directors of different operations of the Company. (III) Assist in maintaining the communications and exchanges between Directors and CPAs. II. Assist in the convening of Board meetings and shareholders' meetings, agenda, and other relevant matters: <ol style="list-style-type: none"> (I) Assist in the compliance of the notice, convening, and agenda of Board meetings and shareholders' meetings with laws and regulations and corporate governance specifications. (II) Assist in providing meeting data for Board meetings and shareholders' meetings. (III) Confirm that the material information announcements for material resolutions after the Board meetings and shareholders' meetings are accurate and compliant with 	<p>No material difference</p>
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Evaluation item	Implementation			Non-implementation and its reason(s)
	Yes	No	Description	
			<p>laws and regulations.</p> <p>(IV) Complete meeting minutes and relevant data after the Board meetings and shareholders' meetings within the deadline prescribed by laws and regulations.</p> <p>(V) Make promotions to Board members about laws and regulations (including no insider trading) and requirements of corporate governance from time to time.</p> <p>III. Assist the Directors in arranging continuing education according to the requirements of laws and regulations and requirements of duties.</p>	
V. Does the company establish a communication channel and build a designated section on its website for stakeholders (including but not limited to shareholders, employees, customers, and suppliers), as well as handle all the issues they care for in terms of corporate social responsibilities?	V		The Company has established communication channels with stakeholders, with designated personnel assigned to respond to key corporate social responsibility issues raised by stakeholders. Relevant information is disclosed on the Company's website.	No material difference
VI. Does the company appoint a professional shareholder service agency to deal with shareholder affairs?	V		The Company has appointed a professional stock affairs agency to handle matters for shareholder meetings.	No material difference
VII. Information disclosure				
(I) Does the company have a corporate website to disclose both financial standings and the status of corporate governance?	V		(I) The Company has established a website to regularly disclose information on our finance, business, and corporate governance.	No material difference
(II) Does the company have other information disclosure channels (e.g. building an English website, appointing designated people to handle information collection and disclosure, creating a spokesman system, webcasting investor conferences)?	V		(II) The Company has established its website in Chinese and English, appointed dedicated personnel responsible for the collection and disclosure of the information, and implemented a spokesperson system. Information related to the convening of investor conferences is uploaded to the Company's website.	No material difference
(III) Does the company announce and report	V		(III) The Company's financial reports are prepared in	No material difference

Evaluation item	Implementation			Non-implementation and its reason(s)
	Yes	No	Description	
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?			coordination with the auditors' review procedures and the Board of Directors' schedule. The annual financial report, first, second, and third quarter financial reports, as well as monthly operating results, are all filed and publicly disclosed in accordance with applicable regulations.	
VIII. Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices (e.g. including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors)?	V		<p>(I) The Company has always deemed employees as important assets and values labor rights and welfare. Apart from providing various insurance and welfare and making retirement pension provisions, the Company also provides group insurance to protect the work and life safety of employees. Meanwhile, the Company arranges multiple welfare activities and provides educational training to improve the professional skills of employees.</p> <p>(II) The Company values the cooperating relationships with its suppliers/partners, assists suppliers in carrying out risk evaluations, and supervises suppliers in complying with safety, health, and environmental protection requirements. It attaches attention to the labor human rights of suppliers, ensures the safety of operators, and prevents property losses. Through supplier management, the Company promotes the philosophy of environmental protection to external parties and procures suppliers/partners to jointly care for environmental protection issues to join hands in improving the environment and society.</p> <p>(III) The Company has established communication channels with stakeholders and respects their legal rights.</p>	<p>No material difference</p> <p>No material difference</p> <p>No material difference.</p>

Evaluation item	Implementation			Non-implementation and its reason(s)
	Yes	No	Description	
			(IV) Continuing education of Directors: Directors of the Company possess professional industrial backgrounds and practical experience in business management and participate in continuing education related to governance according to the law.	No material difference.
			(V) Implementation of risk management policies and risk measurement standards: The Company establishes various internal rules and systems and carries out various risk management and evaluations according to the law.	No material difference.
			(VI) Implementation of customer policies: Adhering to the customer-oriented principle, the Company designs and produces high-quality products to satisfy customers' requirements for quality and volume, regularly examines the maintenance of customer relations, and carries out comprehensive communications with customers to maintain favorable long-term cooperating relationships.	No material difference.
			(VII) The Company has procured appropriate liability insurance for all directors.	No material difference.
IX. Please indicate the improvement of the results of the corporate governance evaluation issued by the Company's Center for Corporate Governance in the last year of the TWSE and provide priority measures and measures for those who have not yet improved: (Note 2)				

(Note 1)

The Audit Committee evaluates the independence of CPAs each year, and the substantial indicators, standards, and results are set out in the following table:

Item	Substantial indicator	Measurement criteria	Satisfactory
1	CPAs and the Company have no direct or significant indirect financial interest.	If CPAs are stakeholders	Compliant
2	CPAs and the Company have no inappropriate interests.	Any inappropriate interest	Compliant
3	CPAs shall not perform the audit and certification for the financial statements of an institution that the CPAs had provided services for it within two years.	Any violations	Compliant

Item	Substantial indicator	Measurement criteria	Satisfactory
4	The name of CPAs shall not be used by others.	If the names used by others	Compliant
5	CPAs and all members of the audit service team shall not hold shares in the Company.	Any shareholding	Compliant
6	No money borrowings form or loans to the Company.	If any or no	Compliant
7	CPAs shall not have joint investments or share benefits with the Company.	If any or no	Compliant
8	CPAs shall not concurrently hold a regular position in the Company and receive fixed pay.	If any or no	Compliant
9	CPAs shall not receive any commissions related to the operations.	If any or no	Compliant
10	Is the tenure of the principal and associate CPAs longer than seven consecutive years?	If longer than seven consecutive years?	Compliant
11	CPAs and the Company have no close business relationship.	If any or no	Compliant
12	CPAs and the Company have no potential employment relationship.	If any or no	Compliant
13	There are no contingent fees related to the audit cases between CPAs and the Company.	If any or no	Compliant
14	There is no financing or guarantee between CPAs and the Company.	If any or no	Compliant
15	Members of the audit service team are or were not the Company's Directors, supervisors, managerial officers, or persons with duties that have material effects on the audit at present or in the most recent two years.	If any or no	Compliant
16	Non-audit services provided by CPAs are not directly affecting the material items in the audit.	If any or no	Compliant
17	CPAs have not promoted or acted as an agent for the stocks or other securities issued by the Company.	If any or no	Compliant
18	CPAs shall not represent the Company in defense of legal cases or other disputes with third parties.	If any or no	Compliant
19	None of the CPAs is a relative of the Company's Directors, supervisors, managerial officers, or persons with duties that have material effects on the audit case.	If any or no	Compliant
20	None of the practicing CPAs who are released from their duties within one year are the Company's Directors, supervisors, managerial officers, or persons with duties that have material effects on the audit case.	If any or no	Compliant
21	CPAs shall not accept valuable gifts or special discounts from the Company, Directors, supervisors, managerial officers, or major shareholders.	If any or no	Compliant
22	The Company has not threatened to initiate litigation.	If any or no	Compliant
23	There are no contingent fees related to the audit cases between CPAs and the Company.	If any or no	Compliant

(Note 2)

Unscored/unimproved indicator for the 9th Corporate Governance Evaluation	Improvements completed/improvements yet to be completed
Does the Company report the remuneration paid to directors at the shareholders' meeting, including the remuneration policy, details and amounts of unconsolidated remunerations?	The Company has disclosed the compensation details and salary ranges for individual directors in the annual report.

Unscored/unimproved indicator for the 9th Corporate Governance Evaluation	Improvements completed/improvements yet to be completed
Has the Company established written guidelines for financial and business-related operations between itself and its related parties? The content should include management procedures for transactions such as purchases, sales, and the acquisition or disposal of assets, as well as requirements for significant transactions to be approved by the Board of Directors and reported to or approved by the shareholders' meeting.	The Company has revised the relevant operating procedures, disclosed them on the Company's website, and implemented them.
Did the Company have more than half of the directors and the Chairman of the Audit Committee personally attend the annual shareholders' meeting, with the attendance list disclosed in the meeting minutes?	The attendance list for the Company's annual shareholders' meeting is based on the actual arrangements.
Has the Company established the succession plan of Board members and significant management and disclosed the implementation status on its website or in the annual report?	Under planning
Is the Company's Corporate Governance Officer a full-time position, and is the scope of their responsibilities and continuing education disclosed on the Company's website and in the annual report?	The Company has appointed the Senior Manager of the Finance Department to concurrently serve as the Corporate Governance Officer, as required by the duties of the position. Relevant information is disclosed in the annual report and on the Company's website.
Has the Company established risk management policies and procedures that were approved by the Board, disclosed the scope of risk management, the organizational structure, and its implementation and reported to the Board at least once a year?	The Company's risk management related operations are not yet perfect and are under planning.
Has the Company established its information safety risk management structure, formulated information safety policies and substantial management plans, and disclosed them on its website or in the annual report?	Disclosed in the 2024 annual report.
Has the Company established an intellectual property management plan that is connected to the business objectives and disclosed the implementation status on its website or in the annual report, and reported to the Board at least once a year?	Operations related to the intellectual property management of the Company are not comprehensive and are under planning.
Has the annual report of the Company disclosed the substantial and accurate dividend policy?	The disclosure of the dividend policy of the Company has not reached the scoring standards and is being improved.
Does the Company voluntarily disclose the individual compensation of directors in the annual report?	The Company currently has no plans to voluntarily disclose the individual compensation of directors.
Does the Company's annual report disclose the link between the performance evaluation of directors and managers and their compensation?	The Company has not yet met the evaluation score criteria for disclosing the link between the performance evaluation of directors and managers and

Unscored/unimproved indicator for the 9th Corporate Governance Evaluation	Improvements completed/improvements yet to be completed
	their compensation. Improvements are underway.
Has the Company been invited (or initiated) to hold at least two investor conferences, with an interval of more than three months between the first and last investor conferences of the evaluation year?	The holding of the Company's investor conferences is based on actual arrangements.
Has the annual report of the Company disclosed the unconsolidated remuneration of the President and Vice Presidents?	The Company has no plan to voluntarily disclose the unconsolidated remuneration of the President and Vice Presidents.
Has the Company established a dedicated (part-time) department to promote sustainable development and conduct risk assessments on environmental, social and corporate governance issues related to its operations in accordance with the materiality principle and formulated relevant risk management policies and strategies, and disclosed them on its website?	On March 5, 2025, the Company's Board of Directors approved the establishment of the 'Sustainability Development Committee,' responsible for planning and overseeing sustainability-related issues.
Has the Company prepared its Sustainability Report in accordance with the GRI Standards created by GRI and uploaded it to the MOPS and its website prior to September?	The Company's 2024 Sustainability Report is prepared in accordance with the GRI Standards and will be uploaded to the Market Observation Post System and the Company's website in August 2025.
Has the Sustainability Report prepared by the Company been certified by a third party?	Under planning
Has the Company upload the English version of the sustainability report to the MOPS and its website?	Under planning
Has the Company disclosed the annual GHG emissions, water consumption, and total weight of wastes for the past two years?	The Company's 2024 Sustainability Report has disclosed the relevant information.
Does the Company disclose information related to governance, strategy, risk management, metrics, and targets concerning climate-related risks and opportunities in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) framework?	Under planning
Has the Company invested in energy-saving or green energy-related environmental sustainability equipment, or invested in the domestic green energy industry (e.g., renewable energy power plants), or issued or invested its funds in green or social impact investment projects with tangible benefits through sustainable development financial products? Does the Company disclose its investment status and specific benefits?	In January 2024, the Company invested its funds in sustainable development financial products with tangible benefits through social impact investment projects. Relevant information is disclosed on the Company's website.

Unscored/unimproved indicator for the 9th Corporate Governance Evaluation	Improvements completed/improvements yet to be completed
Does the Company allocate resources to support domestic cultural development, and disclose the methods of support and results on the Company’s website, annual report, or sustainability report?	Under planning

(IV) Composition, Responsibilities and Operations of the Remuneration Committee:

1. Professional Qualifications and Independence Analysis of Remuneration Committee Members:
24 March 2025

Criteria		Professional qualifications and experience	Independence status	Number of other public companies where the individual serves as a member of the remuneration committee concurrently
Identity	Name			
Independent Director (convener)	Chen, Li-Mei	See Information on Directors and Independent Directors (II) on page 7	See Information on Directors and Independent Directors (II) on page 7	-
Independent Director	Wang, Hwei-Min			-
Independent Director	Wang, Sheng-Shun			-

2. Duties of the Remuneration Committee:

- (1) Regularly examine the “Remuneration Committee Charter” and propose amendment recommendations.
- (2) Establish and regularly establish the annual and long-term performance targets and policies, systems, standards, and structures for the remuneration of the Company’s Directors and managerial officers.
- (3) Regularly evaluate the achievement of performance targets of the Company’s Directors and managerial officers and establish the content and amount of their unconsolidated remuneration.

3. Attendance of Members at Remuneration Committee Meetings

- (1) There are 3 members in the Remuneration Committee.
- (2) The term of office of the current members: from June 27, 2024 to May 23, 2027. In the most recent year (2024), the Remuneration Committee held 4 meetings (A). Below are the qualifications of all members and the members attending these meetings:

Title	Name	Number of meetings attended in person B	Number of meetings attended by proxy	Attendance rate (%) (B/A)	Remarks
Convener	Chen, Li-Mei	2	0	100.00%	Newly Appointed After the Election on May 24, 2024
Member	Wang, Hwei-Min	2	0	100.00%	Newly Appointed After the Election on May 24, 2024
Member	Wang, Sheng-Shun	2	0	100.00%	Newly Appointed After the Election on May 24, 2024
Convener	Chang, Wen-Tien	2	0	100.00%	Resigned After the Election on May 24, 2024
Member	Tseng, Tien-Yun	2	0	100.00%	Resigned After the Election on May 24, 2024

Member	Chen, Chih-Hung	2	0	100.00%	Resigned After the Election on May 24, 2024
<p>Note: At the shareholders' annual meeting on May 24, 113, the Company held a re-election of directors. The newly appointed directors assumed office on May 24, 113. Prior to the re-election, the Compensation Committee held 2 meetings, and after the re-election, the Compensation Committee held 2 meetings.</p> <p>Other mentionable items:</p> <p>I. If the board of directors declines to adopt or modifies a recommendation of the remuneration 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 remuneration committee's opinion (eg. the remuneration passed by the Board of Directors exceeds the recommendation of the remuneration committee, the circumstances and cause for the difference shall be specified): None.</p> <p>II. Resolutions of the remuneration 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:</p>					
				Content of Committee Members' Suggestions or Objections	Resolution Results of the Compensation Committee and the Company's Handling of the Compensation Committee's Recommendations
2024/01/12 5th Term 10th meeting	1. Review of the Performance Evaluation Indicators and Results for Directors and Managers for the Year 2023, Based on the Performance Evaluation Guidelines for Directors and Managers and Related Forms. 2. The Company's Year-End Bonus for 2023 and Employee Compensation Distribution Standards and Proposed Amount for the Year 2022.		None		Approved as proposed
2024/3/1 5th Term 11th meeting	1. The Company's Allocation Proposal for Employee and Director Compensation for the Year 2023.		None		Approved as proposed
2024/8/7 6th Term 1st meeting	1. Approval of Compensation for the Group Chief Operating Officer and Acting General Manager. 2. Approval of Changes to the Corporate Governance Officer and Their Compensation. 3. Approval of Changes to the Audit Officer and Their Compensation. 4. Approval of Manager Promotions and Their Compensation. 5. Approval of Manager Salary Adjustments for the Year 2024. 6. Approval of Employee Compensation and Performance Bonus for the Year 2023.		None		Approved as proposed
2024/10/30 6th Term 2nd meeting	1. Appointment of Audit Officer and Approval of Compensation.		None		Approved as proposed

4. Information on the members of the Nomination Committee and its operations:

(1) Qualification requirements for the appointment of members of the Nomination Committee and their duties:

The Committee is composed of at least three Directors elected by the Board, and more than half of the members shall be Independent Directors; their tenure equivalent to that of the Board who was appointed; their duties are as follows:

1. Establish the standards for know-how, technologies, experiences, gender, diversified backgrounds, and independence required by Board members and the senior management, and based on which, seek, review, and nominate Director and senior management candidates.
2. Build and develop the organizational structures of the Board and the committees, carry out performance evaluations of the Board, committees, Directors, and senior management, and evaluate the independence of Independent Directors.
3. Establish and regularly examine the continuing education plan of Directors and succession plans of Directors and the senior management.
4. Amend the Corporate Governance Best Practice Principles of the Company.

(2) Professional Qualifications and Independence Analysis of the Nomination Committee and its operation:

1. The Nomination Committee consists of 3 members.
2. The term of office of current members: from May 24, 2024 to May 23, 2027. In the most recent year (2024), the Nomination Committee held 3 meetings (A). Below are the qualifications and experience of all members, members attending these meetings and matters discussed:

Title	Name	Professional qualifications and experience	Number of meetings attended in person (B)	Number of meetings Attended by proxy	Attendance rate (B/A)	Remarks
Convener	Singatron Enterprise Co., Ltd. Representative: Peng, Peng-Huang	See Information on Directors and Independent Directors (II) on page 7	3	0	100%	(Note 2)
Member	Wang, Hwei-Min	See Information on Directors and Independent Directors (II) on page 7	2	0	100%	Newly Appointed After the Election on May 24, 2024
Member	Wang, Sheng-Shun	See Information on Directors and Independent Directors (II) on page 7	2	0	100%	Newly Appointed After the Election on May 24, 2024
Convener	Chang, Wen-Tien	Master's degree from the Institute of Business Administration, Chinese Culture University. He held positions in Bank of Communications, Bowa Bank, and other financial companies; his expertise covers finance and accounting, law, and business management, and he has extensive practical experience in fields of M&A, startup investment, finance and securities, and corporate governance, which will	1	0	100%	Resigned After the Election on May 24, 2024

Title	Name	Professional qualifications and experience	Number of meetings attended in person (B)	Number of meetings Attended by proxy	Attendance rate (B/A)	Remarks
		improve the quality of corporate governance of the Board and the monitoring functions of the Audit Committee. Current Independent Director; none of the circumstances stated in subparagraphs of Article 30 of the Company has occurred.				
Member	Tseng, Tien-Yun	Master's degree from the Graduate Institute of Technology Law, National Chung Hsing, with professional qualification for accountants. Current partner of Dazhe CPA's Firm and the arbitrator of the Chinese Arbitration Association, Taipei. He has over 25 years of experience as an accountant; his expertise covers finance and accounting, law, and business management; his expertise will improve the quality of corporate governance of the Board and the monitoring functions of the Audit Committee. Current Independent Director; none of the circumstances stated in subparagraphs of Article 30 of the Company has occurred.	1	0	100%	Resigned After the Election on May 24, 2024
Member	Chen, Chih-Hung	Current President of Penghu Cable TV. Co., Ltd.; he used to work at the Southeast Cement Corporation and possesses over two decades of experience in business management; his expertise improves the quality of corporate governance of the Board and the monitoring functions of the Audit Committee. Current Independent Director; none of the circumstances stated in subparagraphs of Article 30 of the Company has occurred.	1	0	100%	Resigned After the Election on May 24, 2024
<p>Note 1: The Company held a Board of Directors re-election at the Annual General Meeting on May 24, 2024. The newly elected directors assumed office on the same day. The Nomination Committee convened once prior to the re-election and twice following the re-election.</p> <p>Note 2: Previously served as the legal representative of Long-Thin Enterprise Co., Ltd.; appointed as the legal representative of Singatron Enterprise Co., Ltd. following the re-election at the Annual General Shareholders' Meeting on May 24, 2024.</p>						

Title	Name	Professional qualifications and experience	Number of meetings attended in person (B)	Number of meetings Attended by proxy	Attendance rate (B/A)	Remarks
Other mentionable items: Resolutions of the nomination 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/session	Proposals	Content of recommendations or opposing matters of the Nomination	Resolutions of the Nomination Committee and the Company's response to the opinions of the Nomination Committee			
2024/01/12 2nd Term 7th meeting	<ol style="list-style-type: none"> 1. Proposal for the 2023 Board of Directors (including Functional Committees) and Managerial Officers' Performance Evaluation 2. Proposal for Changes in the Corporate Governance Officer 3. Proposal regarding the 2024 Re-election of Directors at the Shareholders' Meeting, including the Composition and Statutory Qualification Review of Director Candidates 4. Proposal for the Assessment of the Independence of Independent Director Candidates 5. Proposal for the Nomination of Candidates for Directors and Independent Directors 	Except for the proposal regarding the change of the Corporate Governance Officer, which was reserved by the attending committee members for discussion at the next meeting, there were no suggestions or objections raised for the other proposals.	Except for the proposal regarding the change of the Corporate Governance Officer, which was seconded by all attending committee members and thus reserved for discussion at the next meeting, all other proposals were approved as proposed.			
2024/06/27 3rd Term 1st meeting	<ol style="list-style-type: none"> 1. Proposal for the Appointment of the 6th Remuneration Committee Members. 	None	Approved as proposed			
2024/08/07 3rd Term 2nd meeting	<ol style="list-style-type: none"> 1. Proposal for the Nomination of the Group Chief Operating Officer and Acting President. 2. Proposal for the Change of the Corporate Governance Officer. 	None	Approved as proposed			

(V) Corporate Sustainability and Deviations from “The Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”:

Promotion item	Implementation			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Description	
I. 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 authorized the senior management to handle related matters under the supervision of the Board?	V		The Company’s Board of Directors approved the establishment of the "Sustainability Committee" on March 5, 2025, which is responsible for planning and overseeing matters related to sustainable development.	No material difference
II. Has the Company conducted risk assessments on environmental, social and corporate governance issues related to the Company's operations in accordance with the materiality principle and formulated relevant risk management policies and strategies?	V		As a corporate citizen, the Company has established multiple regulations for environmental, social, and corporate management to serve as the basis for decision-making of the management and implementation by employees, and examines and improves the regulations with the time at all times for optimization.	No material difference
III. Environmental issues				
(I) Has the Company set up an appropriate environmental management system based on the characteristics of its industry?	V		(I) The Company has joined and established its EICC Code of Conduct and includes appropriate management for work environments.	No material difference
(II) Is the Company committed to improving energy efficiency and to the use of renewable materials with low environmental impact?	V		(II) The Company's Dongguan, Suzhou and Siyang plants have established their environmental management systems in accordance with ISO 14001 and have continued to pass third-party certifications. The Company actively uses renewable supplies to improve the efficiency of resources.	No material difference
(III) Has the Company evaluated the potential risks and opportunities of climate change to the Company at present and in the future and taken relevant countermeasures?	V		(III) The Company continues to focus on issues related to climate change and implements practices related to energy-saving and carbon dioxide reduction, and GHG reduction step by step. The examples are as follows:	No material difference

Promotion item	Implementation			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Description	
(IV) Has the Company made statistics on GHG emissions, water consumption, and the total weight of waste for the most recent two years and formulated policies for GHG emissions reduction, water consumption reduction, or other waste management?		V	(IV) 1. The Company has installed LED lighting in its offices to comply with the energy-saving and carbon dioxide reduction policy. 2. The Company adopts printing companies and papers certified by an SGS inspection company for relevant reference and date for the Company's shareholders' meeting to comply with the GHG reduction policy. Based on the year 2023, the Company initiated group-wide carbon inventory activities in 2024 and engaged an external institution to assist in the carbon inventory for the year 2023. The results of the inventory have been verified by the external institution, and the certificate has been disclosed on the Company's official website. Over the past two years, the Company's water consumption, total waste generation, and policies related to greenhouse gas reduction, water conservation, and other waste management initiatives have also been disclosed on the Company's official website.	No material difference
IV. Social issues (I) Has the Company formulated relevant management policies and procedures in accordance with relevant regulations as well as the International Bill of Human Rights?	V		(I) The Company complies with relevant domestic labor regulations, respects basic labor human rights principles recognized internationally, and has established relevant management systems for the protection of employees' legal rights, employment policy, and non-discriminatory treatment.	No material difference
(II) Has the Company established and implemented	V		(II) The Company has established its working rules, which	No material difference

Promotion item	Implementation			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Description	
reasonable employee welfare measures (including remuneration, vacation, and other benefits) and appropriately reflected the business performance or results in employees' remuneration?			stipulate the rights, obligations, and reward and punishment requirements for employees. It has also stated the policy of remuneration of employees in the Article of Incorporation.	
(III) Does the Company provide employees with a safe and healthy working environment and regularly organize safety and health education for employees?	V		(III) To provide safe and healthy working environments, employees may regularly participate in health inspections and safety lectures.	No material difference
(IV) Has the Company established an effective career development training program for employees?	V		(IV) The Company encourages all employees to actively participate in external lectures and seminars and arranges external/internal educational training in due course to improve their career abilities.	No material difference
(V) Has the Company complied with relevant regulations and international standards with regard to customer health and safety, customer privacy, marketing, and labeling of products and services, and established relevant policies to protect the interests of consumers or customers and formulated complaint procedures?	V		(V) The Company has established a "stakeholder section" on its website, and there are dedicated personnel handling relevant matters. We also have customer complaint-handling operations in place to establish a customer-oriented quality system and evaluate customers' satisfaction with our products and services based on subjective methods and SOPs. The Company actively promotes compliance with laws and regulations related to lead-free or ROHS of the EU to ensure the provision of optimized services and products to customers.	No material difference
(VI) Has the company formulated supplier management policies requiring suppliers to comply with relevant regulations on issues such as environmental protection, occupational	V		(VI) The Company strictly implements evaluations for suppliers that it intends to work with, including different records of the suppliers in the past. Contracts between the Company and suppliers strictly establish	No material difference

Promotion item	Implementation			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Description	
safety and health, or labor rights? What is the status of their implementation?			various conditions for observation; the Company may terminate or cancel the cooperating relationship based on the content of the contracts once any violation of relevant terms by suppliers is discovered.	
V. Has the Company referred to international reporting standards or guidelines in its preparation of the sustainability report and other reports which disclose the Company's non-financial information? Has the Company obtained the assurance or certification of a certifying institution for the reports above?		V	The Company is preparing its 2024 Sustainability Report in accordance with the GRI Standards and plans to upload the report to the Market Observation Post System (MOPS) and the Company's official website in August 2025. However, whether to obtain a limited assurance or reasonable assurance opinion from a third-party verification body is still under evaluation and planning.	Under planning
<p>VI. If the Company has established its own Sustainable Development Best Practice Principles based on the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies," please describe any differences from the Principles in the Company's operations: The Company's Board of Directors approved the establishment of the "Sustainability Practices Code" in December 2014, which was subsequently amended and approved by the Board in August 2021 and November 2022. The implementation of the Code is regularly reviewed in accordance with its provisions. Additionally, on March 5, 2025, the Board of Directors approved the establishment of the "Sustainability Committee" to be responsible for planning and overseeing matters related to sustainable development.</p>				
<p>VII. Other important information to facilitate a better understanding of the Company's promotion of sustainable development:</p> <ol style="list-style-type: none"> 1. Environmental protection: The Company actively promotes compliance with laws and regulations related to lead-free or ROHS, fully complies with environmental protection requirements, and improves self-awareness of environmental protection. 2. Community participation, social contributions, social services, and social welfare: The Company has established scholarships and grants under its Employee Welfare Committee to provide substantial encouragement for our employees' children who are excellent in character and learning. 3. Consumers' interest: Through a comprehensive quality management system, the Company carries out stringent quality management for different parts of the procedures to ensure the provision of optimized services and products to customers. 4. Human rights: For our labor-capital relations, laborers and the Company possess equivalent status. The Company respects the performance of employees at work and treats them with integrity; therefore, there has been no labor-capital dispute, fully exhibiting the attention that the Company attaches to human rights issues. 5. Safety and health: The Company provides a safe employment environment for employees and regularly accepts labor safety and health education, training for disaster prevention, and guidance for work safety to avoid the occurrence of occupational disasters and protect the life safety of employees. The Company organizes safety and health educational training to improve employees' knowledge related to safety and health. 				

(VI) Ethical Corporate Management and Deviations from “The Corporate Governance Best-Practice Principles” for TWSE/TPEX Listed Companies:

Evaluation item	Implementation		Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor	
	Yes	No		
I. Establishment of Corporate Conduct and Ethics Policy and Implementation Measures				
(I) Does the Company have an ethical corporate management policy approved by its Board, and rules and publicly available documents addressing its policy and measures of ethical corporate management, and commitment regarding active implementation of such policy from the Board and the senior management?	V		(I) The Company has established its “Procedures for Ethical Corporate Management and Guidelines for Conduct,” which was implemented after being approved at the Board meeting.	No material difference
(II) Has the Company established a risk assessment mechanism against unethical conduct, analyzed and assessed on a regular basis business activities within their business scope which are at a higher risk of being involved in unethical conduct, and established prevention programs accordingly which at least cover the prevention measures against the conducts listed in paragraph 2, Article 7 of the “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies”?	V		(II) The Company implements risk evaluations and control appropriately according to the practices, and the scope and content are not restricted. If a dedicated department determines that any operating activities have a higher level of risk of unethical conduct, prevention and arrangements may be made according to relevant regulations.	No material difference
(III) Has the Company clearly specified operating procedures, guidelines for conduct, and a violation punishment and complaint system in the unethical conduct prevention plan and duly implemented them? Does the Company regularly review and revise said plan?	V		(III) The “Procedures for Ethical Corporate Management and Guidelines for Conduct” established by the Company have stated the violation standards and punishments; relevant arrangements shall be made according to relevant regulations for any violation.	No material difference
II. Implementation of ethical corporate management				

Evaluation item	Implementation		Description	Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No		
(I) Does the Company assess the ethics records of whom it has business relationships and include business conduct and ethics-related clauses in the business contracts?	V		(I) When entering into contracts with distributors, suppliers, customers, or other counterparties with business transactions, the Company gains comprehensive information about the ethical corporate management status of the counterparties and includes compliance with ethical corporate operation in the term of contracts.	No material difference
(II) Has the Company set up a dedicated department that is subordinated to the Board to promote ethical corporate management, and does it regularly (at least once a year) report to the Board on its ethical corporate management policy and unethical conduct prevention program and monitor their implementation?	V		(II) The Company has designated the Secretariat of the Board's Office as the dedicated department for operations related to the amendment, implementation, interpretation, and consultation services and reporting content registration and file-building of the "Procedures for Ethical Corporate Management and Guidelines for Conduct" and the monitoring of the implementation, and it shall report once a year to the Board.	No material difference
(III) Has the Company established policies to prevent conflict of interests provide appropriate communication and complaint channels, and implement such policies properly?	V		(III) The "Procedures for Ethical Corporate Management and Guidelines for Conduct" established by the Company have stated the standards of conflicts of interest and handling methods; relevant arrangements shall be made according to relevant regulations for any violation.	No material difference
(IV) Has the Company established effective accounting and internal	V		(IV) The internal control system of the Company	No material difference

Evaluation item	Implementation		Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor	
	Yes	No		
<p>control systems in place for the implementation of ethical corporate management? Has the internal audit department formulated relevant audit plans based on the assessment results of unethical conduct risk to perform audits on compliance with the unethical conduct prevention program or engage CPAs to perform such audits?</p> <p>(V) Does the Company provide internal and external educational training in ethical corporate management on a regular basis?</p>	V	(V)	<p>has established relevant control methods for different operations; the audit department shall formulate appropriate audit plans each year based on the level of risk and implement the audit operations.</p> <p>The Company promotes the principles of ethical corporate operations to Directors, managerial officers, employees, and new employees and regularly organizes educational training (including online training) to engage in business activities in a fair, ethical, reliable, and transparent manner.</p> <p>In the 2024 fiscal year, a total of 156 participants attended the online course on "Integrity in Operations, Prevention of Insider Trading, and Regulatory Compliance," and all participants passed the assessment. The total training hours amounted to 156 hours.</p>	No material difference
<p>III. Implementation of the Company's whistleblowing system</p> <p>(I) Does the Company establish specific whistleblowing and reward procedures, set up conveniently accessible whistleblowing channels, and designate responsible individuals to handle the complaints received?</p>	V	(I)	<p>The "Procedures for Ethical Corporate Management and Guidelines for Conduct" established by the Company and its website have stipulated the arrangements for whistleblowing, rewards and punishment, and dedicated personnel; arrangements shall be</p>	No material difference

Evaluation item	Implementation		Description	Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No		
(II) Has the Company established its standard operating procedures for investigating the complaints received, subsequent measures to be adopted, and the related confidentiality system after the investigation?	V		(II) made according to relevant regulations for any violation. With the whistleblowing mailbox and direct line set up by the Company, the Company may establish a whistleblowing case once a whistleblower provides the listed information to carry out relevant investigations immediately. Relevant procedures are subject to the “Procedures for Ethical Corporate Management and Guidelines for Conduct.”	No material difference
(III) Has the Company adopted proper measures to protect whistleblowers from inappropriate disposals due to whistleblowing?	V		(III) The Company has disclosed its regulations for whistleblowing on its website and set up a whistleblowing mailbox and direct line for dedicated personnel to handle relevant matters. The Company will keep the identity of whistleblowers and the whistleblowing content fully confidential to protect the whistleblowers from being mistreated due to whistleblowing.	No material difference
IV. Enhance information disclosure Has the Company disclosed the content and implementation results of its Ethical Corporate Management Best Practice Principles on its website and MOPS?	V		The Company has disclosed the content of the Procedures for Ethical Corporate Management and Guidelines for Conduct and the status of relevant educational training on its website.	No material difference
V. If the Company has established 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 differences from the Principles in the Company’s operations: The Company has established its Procedures for Ethical Corporate Management and Guidelines for Conduct and designated the Secretariat of the Board’s Office as the part-time department for promotion. In addition to advocating the principles of ethical corporate management to directors, managerial officers, employees, and new recruits from time to time, and regularly organizing annual education and training (including online) to engage in business activities in a fair, honest,				

Evaluation item	Implementation		Description	Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No		
<p>trustworthy, and transparent manner; All internal employees may raise complaints at any time. After relevant information is collected, compiled, and evaluated, the Management Department shall handle after reporting the information to the Board. However, so far, there has been no violation against ethical corporate management.</p> <p>The implementation status of the Company's "Procedures for Ethical Corporate Management and Guidelines for Conduct" has no difference from the content specified.</p>				
<p>VI. Other important information to facilitate a better understanding of the Company's implementation of ethical corporate management (i.e., the examination and modification to the Ethical Corporate Management Best Practice Principles established by the Company, and other circumstances): See below for the Company's implementation status of ethical corporate management:</p> <p>(I) Intellectual property protection: To create and protect the environment of technological innovation, technological advances, and continual growth, the Company emphasizes that the establishment of business relations shall be based on absolute respect for the intellectual property rights, confidential information, and business secrets of the Company, customers, and other relevant personnel.</p> <p>(II) Information disclosure: Under the supervision of the Board, the Company's managerial officers ensure the financial and accounting information declared to the competent authority of securities or disclosed to other external parties by the Company is complete, fair, accurate, and timely, and the Company has adopted measures to ensure the compliance with the said requirements.</p> <p>(III) Any amendment to the specifications of ethical practices specifications shall be reviewed and agreed upon by the Board to continue to ensure the high standards of ethical practices of the Company through the professional judgment of Independent Directors of the Board.</p> <p>(IV) Implementation of specifications of ethical practices: The Company ensures the implementation of specifications of ethical practices through the following methods:</p> <ol style="list-style-type: none"> 1. Self-examination of the organization and employees: Through the annual internal control self-evaluation of the Company, the internal departments of the Company and subsidiaries are required to carry out self-evaluations regarding whether employees in the departments have sufficient awareness of specifications of ethical practices to measure and reinforce the internal control functions of practicing ethics. Furthermore, specifications of ethical practices require all employees to actively report any conflict of interest at all times; the duties as directors and the work nature of partial employees require them to regularly report conflicts of interest or matters with suspected conflicts of interest each year for the management to review. 2. Internal audit: To achieve the accuracy, reliability, and timeliness of our financial, management, and operating information, and the objectives of the compliance of employees' behaviors with relevant policies, standards, procedures, and regulations, our auditors perform audits according to the annual audit plan approved by the Board and report the audit results and subsequent improvement plans to the Board and the management to realize the effects of audits. 3. Educational training and promotion: To allow employees to maintain their awareness of specifications of ethical practices at all times, apart from publishing policies and documents related to occupational ethics on the intranet, the Company also promotes the core values and compliance systems of the Company to employees through educational courses, posters, promotional essays, and diverse methods. 4. Apart from the internal implementation, the Company has fully adopted EICC, based on 				

Evaluation item	Implementation		Description	Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No		
<p>which, carries out relevant audits of suppliers and other business partners to duly understand whether there is any unethical or unjust behavior. Through audits on the Company by customers, the Company conveys its standards of ethical practices to customers and makes exchanges about relevant topics.</p> <p>5. Whistleblowing channels and protection of whistleblowers: The Company provides channels for employees and external parties to report inappropriate practicing conducts related to finance, law, and ethics. Furthermore, to support the open and transparent culture of ethical practices, we encourage employees and external parties to report any suspected illegal conduct via relevant whistleblowing systems. The Company maintains a confidential and stringent attitude regarding the reports received and the subsequent investigations, and strictly prohibits the implementation of reprisal in any form against persons who reported with good intentions or who assisted in the investigations.</p> <p>6. Punishment for conducts violating specifications of ethical practices: For any suspected conduct violating ethical practices, the Company maintains impartial for rewards and punishments and adopts a sober attitude to treat all cases verified; the Company imposes severe punitive measures on those who have committed violations, including the termination of employment or business relationships, and the adoption of legal actions.</p>				

(VII) Other important information to facilitate a better understanding of the Company's implementation of corporate governance shall also be disclosed: None.

(VIII) Implementation of the internal control system

1. Statement of Internal Control

TaiSol Electronics Co., Ltd.
Statement of Internal Control System

Date: March 5, 2025

The Company states the following with respect to its 2023 internal control system based on the results of a self-assessment:

- I. The Company is fully aware that the establishment, implementation, and maintenance of the internal control system are the responsibility of the Company's Board and managerial officers, and the Company has established such a system. The system aims to provide reasonable assurance for the achievement of the objectives, namely the effectiveness and efficiency of operations (including profitability, performance, and asset security protection), the reliability, timeliness, and transparency of reporting, and compliance with applicable laws and regulations.
- II. Certain limitations are inherent in all internal control systems. Regardless of the comprehensive design, an effective internal control system may only provide reasonable assurance regarding the achievement of the three intended objectives above; moreover, due to changes in the environment and circumstances, the effectiveness of the internal control system may change accordingly. However, the Company's internal control system is equipped with a self-monitoring mechanism. Once a defect is identified, the Company will take action to rectify it.
- III. The Company judges whether the design and implementation of the internal control system are effective based on the criteria for judging the effectiveness of the internal control system set out in the Regulations Governing Establishment of Internal Control Systems by Public Companies (the "Regulations"). The said criteria adopted for the internal control system under the "Regulations" are divided into five constituent elements as per the management and control process: 1. control environment, 2. risk assessment, 3. control activities, 4. information and communication, and 5. monitoring activities. Each constituent element includes several items. For said items, see the Regulations.
- IV. The Company has adopted the aforesaid judgment criteria for the internal control system to determine whether the design and implementation of the internal control system are effective.
- V. Based on the results of the assessment in the preceding paragraph, the Company is of the opinion that, as of 31 December 2024, the internal control system (including the supervision and management of its subsidiaries), including understanding the effectiveness of operations and the extent to which efficiency targets are achieved, reliable, timely, and transparent reporting, and compliance with applicable rules and applicable laws and regulations, is effective and can reasonably assure the achievement of the foregoing objectives.
- VI. The statement will form the main content of the Company's annual report and prospectus and will be made public. If the disclosed content above is false, or if there is material information concealed deliberately or otherwise, the Company will be legally liable pursuant to Articles 20, Article 32, Article 171, and Article 174 of the Securities and Exchange Act.
- VII. This Statement was passed by the Board of Directors on March 5, 2025, and all seven directors attending the meeting agreed with this Statement.

TaiSol Electronics Co., Ltd.

Chairman: Peng, Peng-Huang

President: Liu, Ko-Ping

2. For those who appointed CPAs to review the internal control system, the CPAs' review report shall be disclosed: None.

(IX) Major Resolutions of Shareholders' Meeting and Board Meetings:

Item	elected	Material resolution
Shareholders' meeting	2024/05/24	Proposal for the 2023 Business Report and Financial Statements Implementation: Approved as a resolution.
		Proposal for distribution of 2023 earnings Implementation: Approved as a resolution, and cash dividends in the amount of NT\$174,916,282 was distributed on July 29, 2024 based on the resolution of the shareholders' meeting.
		Proposal for the Revision of the Company's "Asset Acquisition or Disposal Procedures" Implementation: Approved as a resolution.
		Proposal for the Re-election of Directors (Including Independent Directors) Election Results: Directors: Singatron Enterprise Co., Ltd. Representative: Peng, Peng-Huang Singatron Enterprise Co., Ltd. Representative: Kan, Hsin-Nan Singatron Enterprise Co., Ltd. Representative: Yang, Cheng-Gang Hsieh, Chun-Shan Independent Directors: Wang, Hwei-Min Wang, Sheng-Shun Chen, Li-Mei
		Proposal for the release of non-competition restrictions on the Director Implementation: Approved as a resolution.
Board of Directors	2024/01/12	Approved the proposal for the 2024 annual budget
		Approved the proposal for 2024 CPA independence review and annual certification fees
		Approved the proposal for the renewal of short-term financing with a bank
		Approved the proposal for lending by SiYang TaiSol to Suzhou TaiSol
		Approved the proposal for amending the Procedures for the Acquisition or Disposal of Assets
		Approved the Standards for 2023 Year-end Bonus and 2022 Employee Remuneration Payment and Amount to be Disbursed
		Approved the proposal for amending the Group's organizational chart and authority
		Approved the proposal for re-election of the Company's directors (including independent directors)
Approved the proposal for the convening date, venue,		

Item	elected	Material resolution
		and other relevant matters of the 2023 annual shareholders' meeting
		Approved the proposal for the matters related to the acceptance of proposals from more than 1% of all shareholders
		Approved the proposal for the matters related to the acceptance of proposals from more than 1% of all shareholder directors (including independent directors)
		Approved the proposal for the list of candidates for election of directors in 2024 (including independent directors)
		Approved the Proposal for Enhancement of the Governance of the Company's Management
	2024/03/01	Approved the Proposal for the evaluation of the effectiveness of the internal control system and the Statement of Internal Control System in 2023
		Approved the proposal for the 2023 unconsolidated financial statements and the consolidated financial statements
		Approved the proposal for the 2023 business report and distribution of earnings
		Approved the proposal for the appropriation of remuneration of employees and Directors for 2023
		Approved the proposal for the distribution of earnings of subsidiary DongGuan TaiSol Electronics Co., Ltd.
		Approved the proposal for closure of subsidiary TaiSol Electronics Japan Co., Ltd.
		Approved the proposal for the release of non-competition restrictions on some new Directors
		Approved the proposal for Adjusting and amending the Group's organizational chart and authority
	2024/04/29	Approved the proposal for the 2024 Q1 consolidated financial statements
		Approved the Proposal for the Loan of Funds from Subsidiary Dongguan TaiSol Electronics Co., Ltd. to Siyang TaiSol Electronics Co., Ltd.
		Approved the Proposal for the Cancellation of the Short-term Credit Facilities for Subsidiaries Siyang TaiSol Electronics Co., Ltd. and Suzhou TaiSol Electronics Co., Ltd., and the Termination of the Company's Endorsement and Guarantee for Siyang TaiSol and Suzhou TaiSol.
		Approved the Proposal for the Distribution of Earnings by Subsidiary World Window Electronics (Hong Kong) Co., Ltd.
		Approved the Proposal for the Appointment of Directors and Corporate Representatives for Subsidiary Companies
	2024/05/24	Approved the Proposal for the Election of the New

Item	elected	Material resolution
Board of Directors		Chairman of the Board
		Approved the Proposal for the Reappointment of Nomination Committee Members
	2024/6/27	Approved the Proposal for the Appointment of the 6th Remuneration Committee Members
		Approved the Proposal for the Removal of the Non-competence Restriction for the Company's Directors
		Approved the Proposal for the Increase in the Capital Expenditure Budget for 2024
		Approved the Proposal for the Appointment of Directors and Corporate Representatives for Subsidiary Companies
		Approved the Proposal for the Dismissal of Managerial Officers
		Approved the Proposal for the Approval of the Consolidated Financial Statements for the Second Quarter of 2024
	2024/8/7	Approved the Proposal for the Application of Bank Foreign Exchange (Hedging) Transaction Limits
		Approved the Proposal for the Appointment of the Group Chief Operating Officer and Acting President, and the Approval of Their Compensation
		Approved the Proposal for the Change of the Company's Spokesperson
		Approved the Proposal for the Change of the Company's Corporate Governance Officer and the Approval of Their Compensation
		Approved the Proposal for the Appointment of the Company's Internal Audit Officer and the Approval of Their Compensation
		Approved the Proposal for the Promotion of Managerial Officers and the Approval of Their Compensation
		Approved the Proposal for the Approval of Managerial Officers' Salary Adjustments for 2024
		Approved the Proposal for the Approval of Employee Compensation and Performance Bonuses for the 2023 Fiscal Year
		Approved the Proposal for the Reassignment of Directors for Subsidiaries
		Approved the Proposal for the Termination of Business Operations of Subsidiary Vietnam TaiSol Electronics Responsibility Co., Ltd.
		Approved the Proposal for Overseas Investment
		2024/9/12
Approved the Proposal for the Purchase of Land by Subsidiary TaiSol Electronics (Thailand) Co., Ltd.		
2024/10/30	Approved the proposal for the 2024 Q3 consolidated	

Item	elected	Material resolution
		financial statements
		Approved the Proposal for the Approval of the Company's 2025 Audit Plan
		Approved the Proposal for the Establishment of the "Sustainability Report Preparation and Assurance Process"
		Approved the Proposal for the Revision of the Company's "Internal Control System"
		Approved the Proposal for the Revision of the Company's "Group Enterprises, Specific Companies, and Related Party Transactions Procedures"
		Approved the Proposal for the Change of the Company's Internal Audit Officer
		Approved the Proposal for the Loan of Funds from Subsidiary Dongguan TaiSol Electronics Co., Ltd. to Suzhou TaiSol Electronics Co., Ltd.
		Approved the Proposal for the Loan of Funds from the Company to TaiSol Electronics (Hong Kong) Co., Ltd.
		Approved the Proposal for the Removal of the Non-compete Restriction for the Company's Directors
		Approved the Proposal for the Replacement of the Company's Auditor and the Independent Review of the Auditor's Independence for 2025, Including the Annual Audit Fee
	2025/01/15	Approved the Proposal for the Company's 2025 Budget
		Approved the Proposal for the Renewal of Bank Short-Term Credit Facilities
		Approved the Proposal for the Cancellation of the Loan Limit from Subsidiary Siyang TaiSol Electronics Co., Ltd. to Suzhou TaiSol Electronics Co., Ltd.
		Approved the Proposal for the Revision of the Company's "Loan to Others Procedures"
		Approved the Proposal for the Revision of the Company's "Endorsement and Guarantee Procedures"
		Approved the Proposal for the Company's 2023 Year-End Bonus Distribution Standards and the Proposed Distribution Amount
		Approved the Proposal for the Revision of the Company's Approval Authority Table
		Approved the Proposal for the Approval of the Company's 2024 Standalone and Consolidated Financial Statements
	2025/03/05	Approved the Proposal for the Approval of the 2024 Internal Control System Effectiveness Assessment and Internal Control System Declaration
		Approved the Proposal for the Approval of the 2024 Business Report and Earnings Distribution
		Approved the Proposal for the Allocation of 2024 Employee and Director Compensation

Item	elected	Material resolution
	2025/03/05	Approved the Proposal for the Definition of the Scope of the Company's Basic-Level Employees
		Approved the Proposal for the Revision of the Company's "Internal Control System"
		Approved the Proposal for the Revision of the Company's "Articles of Incorporation"
		Approved the Proposal for the Revision of the Company's "General Principles for the Pre-Approval of Non-Assurance Services Policy"
		Approved the Proposal for the Establishment of the Sustainability Committee and the Formulation of Its Organizational Rules
		Approved the Proposal for the Nomination of Members for the Sustainability Committee
		Approved the Proposal for the Additional Election of an Independent Director
		Approved the Proposal for the Nomination of Candidates for the Additional Election of an Independent Director at the 2025 Annual Shareholders' Meeting
		Approved the Proposal for the Removal of the Non-Compete Restriction for Directors
		Approved the Proposal for the Determination of the Date, Method, Venue, and Other Relevant Matters for the 2025 Annual Shareholders' Meeting
		Approved the Proposal for Handling Shareholder Proposals from Shareholders Holding 1% or More of the Company's Shares
		Approved the Proposal for Handling the Nomination of Independent Director Candidates by Shareholders Holding 1% or More of the Company's Shares

- (X) During the most recent year and up to the publication date of the annual report, where a Director or supervisor has expressed a dissenting opinion with respect to a material resolution passed by the Board, and the said dissenting opinion with records or written statements, disclose the principal content thereof:
1. On March 1, 2024, the board of directors discussed the Proposal (II) for the 2023 unconsolidated financial statements and consolidated financial statements. Independent director Tseng, Tian-yun expressed reservations while other directors agreed to approve it as proposed.
 2. On March 1, 2024, the board of directors discussed the Proposal (VII) for the release of non-competition restrictions on new directors. Independent director Chang Wen-Tien, Fang Yen-Ling, Chen Chih-Hung and Tseng, Tien-Yun and director Lin Chan-Lieh proposed to reserve the release of non-competition restrictions on Peng Peng-Huang, Kan Hsin-Nan and Yang Cheng-Gang, three representatives of Singatron and put it off until the next board of directors after the shareholders' meeting. Directors Peng Peng-Huang and Hsieh Chun-Shan agreed to approve it as proposed.

IV. Information Regarding the Company's Audit Fee:

(I) The amount of the audit fees and non-audit fees paid to CPAs and CPA's firm, as well as the content of non-audit services, shall be disclosed:

Name of accounting firm	Name of CPA	Audit period	Audit fees	Non-audit fees (Note)	Total	Remarks
KPMG	Derek Chen	2024.01.01~2024.12.	3,475	550	4,025	
	Jason Yin	31				

Note: Non-audit service fees: Tax certification pricing report of NT\$300 thousand, and master file of the Transfer NT\$250 thousand.

1. If the CPA Firm Changes, and the Audit Fee Paid in the Year of such Change is Reduced from the Audit Fee of the Previous Year, the Amounts of the Audit Fees Before and After such Change and the Reason of such Change Should Be Disclosed: None.
2. If the Audit Fee Is Reduced by More than 10% from Last Year, the Amount, Ratio, and Reason for the Reduction of the Audit Fee Should Be Disclosed: None.

V. Information on replacement of CPAs: None.

VI. If the chairman, President, and financial or accounting manager of the Company who had worked for the independent auditor or the related party in the most recent year, the name, title, and the term with the independent auditor or the related party must be disclosed: None.

VII. Transfer of equity and changes in equity pledges of Directors, supervisors, managers, and shareholders with a shareholding of 10% and above in the most recent year and as of 28 February 2025:

(I) Changes in shareholdings of directors, managerial officers, and major shareholders holding more than 10% of the shares:

Unit: share

Title (Note 1)	Name	2024		As of February 29 of the current year	
		Increase (decrease) in the number of shares held	Increase (decrease) in the number of shares pledged	Increase (decrease) in the number of shares held	Increase (decrease) in the number of shares pledged
Chairman/Chief Strategy Officer/Director Representative	Peng, Peng-Huang	941,000	-	35,000	-
Corporate Director / Major Shareholder	Singatron Enterprise Co., Ltd. (Note 2)	2,354,000	2,154,000	556,000	756,000
Corporate Director Representative	Kan, Hsin-Nan				
Corporate Director Representative	Yang, Cheng-Gang				
Director	Hsieh, Chun-Shan	-	-	-	-
Independent Director	Wang, Hwei-Min				
Independent Director	Wang, Sheng-Shun				
Independent Director	Chen, Li-Mei				
Director	Lin, Chan-Lieh (Note 3)	(6,000)	-	-	-
Corporate Director	Long-Thin Enterprise Co., Ltd. (Note 3)	(250,000)	-	-	-
Independent Director	Chang, Wen-Tien (Note 3)	-	-	-	-

Title (Note 1)	Name	2024		As of February 29 of the current year	
		Increase (decrease) in the number of shares held	Increase (decrease) in the number of shares pledged	Increase (decrease) in the number of shares held	Increase (decrease) in the number of shares pledged
Independent Director	Tseng, Tien-Yun(Note 3)	-	-	-	-
Independent Director	Chen, Chih-Hung(Note 3)	-	-	-	-
Independent Director	Fang, Yen-Ling(Note 3)	-	-	-	-
Director/President and CEO	Liang, Chun-Hsin (Note 4)	-	-	-	-
COO & Acting General Manager	Liu, Ko-Ping	-	-	-	-
Chief Financial Officer	Wu, Mei-Ling	-	-	-	-
Senior Assistant Vice President	Lin, Jin-Xiang	-	-	-	-
Senior Assistant Vice President	Guo, Zheng-Hong	-	-	-	-
Assistant Vice President	Lu, Wen-Chi	-	-	-	-
Assistant Vice President	Liu, Ming-Tien	-	-	2,000	-
Vice President	Yu, Jun-Yi (Note 4)	-	-	-	-
Assistant Vice President	Liu, Yong-Ming (Note 5)	-	-	-	-
Chief auditor	Yang, Hsiu-Shan(Note 5)				
Vice President	Liu, Zhi-Ming(Note 5)				
Assistant Vice President	Wu, Tsai-Yi(Note 6)			3,000	
Assistant Vice President	Chien,Mei-Ling(Note 6)				
Corporate Governance Officer	Chang,Mei-Yuan(Note 6)				
Chief auditor	Tsai, Song-Yu(Note 7)				
Chief auditor	Yang, Tung-Ming(Note 7)	-	-	-	-

Note 1: Shareholders holding more than 10% of the Company's total shares shall be identified as major shareholders and listed separately.

Note 2: Singatron Enterprise Co., Ltd. became a major shareholder on August 24, 2023, and was elected as a corporate director at the shareholders' meeting on May 24, 2024.

Note 3: Director Lin, Chan-Lieh, corporate director Long-Thin Enterprise Co., Ltd., Independent Directors Chang Wen-Tian, Tseng, Tien-Yun, Chen, Chih-Hung, and Fang Yen-Ling were discharged on May 24, 2024.

Note 4: General Manager and CEO Liang, Chun-Hsin was discharged from the position of Chief Corporate Governance Officer on August 7, 2024, and retired on August 31, 2024; Vice President Yu Jun-Yi retired on May 31, 2024.

Note 5: Assistant Vice President Liu Yong-Ming resigned on June 29, 2024; Chief Auditor Yang, Hsiu-Shan resigned on July 8, 2024; Vice President Liu Zhi-Ming resigned on August 31, 2024.

Note 6: Assistant Vice Presidents Wu, Tsai-Yi and Chien Mei-Ling, and Chief Corporate Governance Officer Chang Mei-Yuan assumed office on August 7, 2024.

Note 7: Chief Auditor Tsai, Song-Yu assumed office on August 7, 2024, and was discharged on October 30, 2024; Chief Auditor Yang Tung -Ming assumed office on October 30, 2024.

- (II) Information on counterparties of the transfer of equity of Directors, managerial officers, and shareholders with a shareholding of 10% and above who are related parties:
None.
- (III) Information on equity pledges: None of the counterparties of any equity pledge is a related party.

VIII. Relationship among the Top Ten Shareholders who are related parties, spouses, or relatives within the second degree of kinship:

Relationships of shareholders with top ten shareholdings who are related parties, spouses, or relatives within the second degree of kinship are as follows:

March 24, 2025 unit: share

Name (Note 1)	Shares held by the shareholder		Shares held by spouse and minors		Total shares held in the name of others		If shareholders with top ten shareholdings are related parties, spouses, or relatives within the second degree of kinship, the title or name and relationship. (Note 3)		Remarks
	Number of shares	Shareholding (%)	Number of shares	Shareholding (%)	Number of shares	Shareholding (%)	Name	Relationship	
Singatron Enterprise Co., Ltd. Legal Representative: Kan, Hsin-Nan	13,277,000	15.10	-	-	-	-	Peng, Peng-Huang	Corporate Director Representative	
	-	-	-	-	-	-	-	-	
Long-Thin Enterprise Co., Ltd. Legal Representative: Yeh, Li-Juan	1,757,000	2.00	-	-	-	-			
	258,431	0.29	771,046	0.88			Yu, Ching-Sung	Spouse	
Peng, Peng-Huang	1,610,000	1.83	4,000	-	-	-	Singatron Enterprise	Corporate Director Representative	
Hsieh, Chun-Shan	888,276	1.01	-	-	-	-	-	-	
Yu, Ching-Sung	771,046	0.88	258,431	0.29	1,757,000	2.00	Long-Thin Enterprise	Spouse of the Representative	
Yeh, Yu-Chang	647,000	0.74	-	-	-	-	-	-	
Yuanyang Business Management Consulting Co., Ltd. Legal Representative: Zhu, Li-Zhi	518,000	0.59							
	4,000	0.00					Peng, Peng-Huang	Spouse	
Treasury Stock Account of TaiSol Electronics Co., Ltd.	450,000	0.51							
Chen, Cai-Yun	435,000	0.50							
Citigroup Custody DFA Emerging Markets Core Equity Investment Account	411,000	0.47	-	-	-	-	-	-	

Note 1: The top ten shareholders shall all be set out; for corporate shareholders, the title of the corporate shareholder and the name of the representative shall be set out separately.

Note 2: The calculation of shareholding refers to the shareholdings of the shareholder themselves, as well as those of their spouse, related minors, or those in the name of other persons.

Note 3: Regarding the shareholders (including corporation and natural persons) set out above, please disclose their relationships according to the requirements of the Regulations Governing the Preparation of financial statements by Securities Issuers.

IX. The number of shares held by the Company, its directors, managerial officers, and the companies directly or indirectly controlled by the Company in the same reinvestment business, and the consolidated shareholding ratio:

The total number of shares and the consolidated shareholding held in any single investee by the Company, its Directors, managerial officers, or any companies controlled either directly or indirectly by the Company:

Unit: thousand shares; %

Investee (Note)	Investments of the Company		Investment of Directors, managerial officers, or any companies controlled either directly or indirectly by the Company		Consolidated investments	
	Number of shares	Shareholding	Number of shares	Shareholding	Number of shares	Shareholding
TaiSol Electronics (Hong Kong) Co., Ltd.	31,056	100%	-	-	31,056	100%
World Window Electronics (H.K.) Limited	64,210	100%	-	-	64,210	100%
SiYang TaiSol Electronics Co., Ltd.	-	100%	-	-	-	100%
Vietnam TaiSol Electronics Company Limited	-	100%	-	-	-	100%
TaiSol Electronics Thailand Co., Ltd.	1,998	99.9%	2	0.1%	2,000	100%

Note: Long-term investments accounted for using the equity method.

Three. Capital Overview

I. Capital and shares

(I) Source of capital

1. Type of Stock

Unit: share

Share type	Authorized capital stock			Remarks
	Issued shares	unissued shares	Total	
Registered ordinary shares	87,908,141	12,091,859	100,000,000	The Company's stocks were approved for listing for trading on 13 December 2013

2. Source of capital

MM/YYYY	Issuance price (NT\$)	Authorized capital stock		Paid-in capital		Remarks		
		Number of shares:	Amount (NT\$)	Number of shares:	Amount (NT\$)	Source of capital	Capital increased by assets other than cash	Others
September 1994	1,000	6,000	6,000,000	6,000	6,000,000	Founding capital	—	—
August 1995	1,000	10,000	10,000,000	10,000	10,000,000	Capital increase	—	—
August 1998	10	4,000,000	40,000,000	4,000,000	40,000,000	Capital increase	—	Note 2
March 1999	10	9,100,000	91,000,000	9,100,000	91,000,000	Capital increase of NT\$29,399,800	Money claim (Note 1) NT\$21,600,200	Note 3
July 1999	10	12,400,000	124,000,000	12,400,000	124,000,000	Capital increase NT\$10,766,390	Money claim (Note 1) NT\$22,233,610	Note 4
February 2000	10	17,360,000	173,600,000	13,640,000	136,400,000	Capital increase	—	Note 5
June 2000	15	19,999,000	199,990,000	18,640,000	186,400,000	Capital increase	—	Note 6
August 2001	15	30,000,000	300,000,000	22,640,000	226,400,000	Capital increase	—	Note 7
June 2002	20	30,000,000	300,000,000	29,640,000	296,400,000	Capital increase	—	Note 8
June 2003	-	49,000,000	490,000,000	34,919,625	349,196,250	Capital increase from earnings and capital increase from employees' bonuses	—	Note 9
July 2004	20	49,000,000	490,000,000	38,919,625	389,196,250	Capital increase	—	Note 10
October 2004	-	49,000,000	490,000,000	43,429,196	434,291,960	Capital increase from earnings and capital increase from employees' bonuses of NT\$37,311,780 and capital increase from the capital reserve of NT\$7,783,930	—	Note 11
August 2007	-	100,000,000	1,000,000,000	49,373,568	493,735,680	Capital increase from earnings and capital increase from employees' bonuses of NT\$46,414,960 and capital increase from the capital reserve of NT\$13,028,760	—	Note 12
August 2009	8	100,000,000	1,000,000,000	59,373,568	593,735,680	Capital increase	—	Note 13
April 2013	15	100,000,000	1,000,000,000	62,000,000	620,000,000	Capital increase	—	Note 14
November 2013	20	100,000,000	1,000,000,000	69,750,000	697,500,000	Capital increase	—	Note 15
May 2015	37.3	100,000,000	1,000,000,000	69,790,214	697,902,140	Conversion of corporate bonds into shares	—	Note 16
July 2015						Issuance of employee stock options		Note 17
January		100,000,000	1,000,000,000	69,612,214	696,122,140	Cancelation of treasury	—	Note 18

MM/YYYY	Issuance price (NT\$)	Authorized capital stock		Paid-in capital		Remarks		
		Number of shares:	Amount (NT\$)	Number of shares:	Amount (NT\$)	Source of capital	Capital increased by assets other than cash	Others
2016						shares		
October 2017	12.23	100,000,000	1,000,000,000	69,776,214	697,762,140	Issuance of new shares for options	—	Note 19
January 2018	12.23	100,000,000	1,000,000,000	69,792,214	697,922,140	Issuance of new shares for options	—	Note 20
March 2018	29.70	100,000,000	1,000,000,000	69,835,985	698,359,850	Conversion of corporate bonds into shares		Note 21
June 2018	29.70	100,000,000	1,000,000,000	69,835,985	698,359,850	Conversion of corporate bonds into shares		Note 22
September 2018	18	100,000,000	1,000,000,000	86,502,985	865,029,850	Capital increase		Note 23
November 2018	11.82	100,000,000	1,000,000,000	86,447,985	864,479,850	Issuance of new shares for options Cancellation of treasury shares		Note 24
January 2019	11.82	100,000,000	1,000,000,000	86,481,985	864,819,850	Issuance of new shares for options		Note 25
January 2020	11.58	100,000,000	1,000,000,000	86,557,985	865,579,850	Issuance of new shares for options		Note 26
January 2020	74.80	100,000,000	1,000,000,000	87,197,007	871,970,070	Conversion of corporate bonds into shares		Note 26
May 2020	11.58	100,000,000	1,000,000,000	87,213,007	872,130,070	Issuance of new shares for options		Note 27
May 2020	74.80	100,000,000	1,000,000,000	87,258,459	872,584,590	Conversion of corporate bonds into shares		Note 27
August 2020	74.80	100,000,000	1,000,000,000	87,765,141	877,651,410	Conversion of corporate bonds into shares		Note 28
November 2020	11.31	100,000,000	1,000,000,000	87,801,141	878,011,410	Issuance of new shares for options		Note 29
January 2021	11.31	100,000,000	1,000,000,000	87,833,141	878,331,410	Issuance of new shares for options		Note 30
May 2021	11.31	100,000,000	1,000,000,000	87,877,141	878,771,410	Issuance of new shares for options		Note 31
November 2021	10.93	100,000,000	1,000,000,000	87,908,141	879,081,410	Issuance of new shares for options		Note 32

Remarks:

SN	Approval date	Approval No.	Remarks
Note 1			Capital increased by money claims in an equivalent amount.
Note 2	1998.09.09	1998 Jian-San-Jia-Zi No. 225665	
Note 3	1999.05.04	1999 Jian-San-Jia-Zi No. 163417	
Note 4	1999.08.10	Jing-(088) -Shang - Zi No. 088129255	
Note 5	2000.04.06	Jing-(089) -Shang No. 110058	
Note 6	2000.07.20	Jing-(089) -Shang No. 124351	
Note 7	2001.09.14	Jing-(090) -Shang No. 09001359310	
Note 8	2002.07.01	Jing- Shou-Shang-Zi No . 09101239070	
Note 9	2003.07.24	Jing-Shou-Zhong-Zi No. 09232411880	
Note 10	2004.07.20	Fu-Jian-Shang-Zi No. 09316062600	
Note 11	2004.10.20	Fu-Jian-Shang-Zi No. 09321039310	
Note 12	2007.08.13	Fu-Jian-Shang-Zi No. 09688140500	
Note 13	2009.08.10	Jin-Guan-Zheng-Fa-Zi No. 0980039798	
Note 14	2013.04.03	Jin-Guan-Zheng-Fa-Zi No. 1020010165	
Note 15	2013.11.08	Jin-Guan-Zheng-Fa-Zi No. 1020045064	

SN	Approval date	Approval No.	Remarks
Note 16	2014.12.11	Jin-Guan-Zheng-Fa-Zi No. 1030049250	Approved the issuance of secured convertible bonds for NT\$300 million.
Note 17	2015.07.22	Jin-Guan-Zheng-Fa-Zi No. 1040027805	Approved the issuance of employee stock options
Note 18	2015.12.02	Jin-Guan-Zheng-Jiao-Zi No. 1040049810	
Note 19	2017.10.17	Jing- Shou-Shang-Zi No . 10601144280	
Note 20	2018.01.16	Jing- Shou-Shang-Zi No . 10701001870	
Note 21	2018.03.23	Jing- Shou-Shang-Zi No . 10701023360	
Note 22	2018.06.29	Jing- Shou-Shang-Zi No . 10701071610	
Note 23	2018.09.14	Jing- Shou-Shang-Zi No . 10701112030	
Note 24	2018.11.07	Jing- Shou-Shang-Zi No . 10701023360	
Note 25	2019.01.16	Jing- Shou-Shang-Zi No . 10801005610	
Note 26	2020.03.04	Jing- Shou-Shang-Zi No . 10901020270	
Note 27	2020.05.29	Jing- Shou-Shang-Zi No . 10901085670	
Note 28	2020.08.20	Jing- Shou-Shang-Zi No . 10901159700	
Note 29	2020.12.01	Jing- Shou-Shang-Zi No . 10901221400	
Note 30	2021.03.16	Jing- Shou-Shang-Zi No . 11001036760	
Note 31	2021.06.30	Jing- Shou-Shang-Zi No . 11001098270	
Note 32	2021.12.02	Jing- Shou-Shang-Zi No . 11001213800	

(II) List of major shareholders:

March 24, 2025

Name of major shareholder	Capital share	Number of shares held	Shareholding (%)
Singatron Enterprise Co., Ltd		13,277,000	15.10
Long-Thin Enterprise Co., Ltd.		1,757,000	2.00
Peng, Peng-Huang		1,610,000	1.83
Hsieh, Chun-Shan		888,276	1.01
Yu, Ching-Sung		771,046	0.88
Yeh, Yu-Chang		647,000	0.74
Yuanyang Business Management Consulting Co., Ltd.		518,000	0.59
Treasury Stock Account of TaiSol Electronics Co., Ltd.		450,000	0.51
Chen, Cai-Yun		435,000	0.50
Citigroup Custody DFA Emerging Markets Core Equity Investment Account		411,000	0.47

(III) Dividend Policy and Implementation Status

1. Dividend policy

The dividend policy of the Company considers the future capital requirements and long-term financial planning of the Company and satisfies the requirements for cash inflows of shareholders. If the Company records profits after the final account, it shall compensate prior losses and pay taxes, and then appropriate 10% of the remaining balance as the statutory surplus reserve; however, if the amount of statutory surplus reserve has reached the total capital of the Company, the appropriation shall be exempted. In addition, a special surplus reserve shall be appropriated based on the business requirements of the Company and legal requirements. If there are remaining earnings, they shall be combined with undistributed earnings at the beginning of the period, and the Board shall prepare the proposal for earning distribution and submit it to the shareholders' meeting for the resolution of distribution.

Regarding the distribution in the preceding paragraph, the shareholders' meeting may resolve to retain the entire or partial earnings as undistributed earnings for distribution in subsequent years.

The distribution of shareholders' bonuses may be made by way of cash dividend or stock dividend, and the distribution ratio of the cash dividend shall be no less than 20%, in principle; however, the ratio of cash dividend or stock dividend for the earning distribution may be adjusted through the resolution by shareholders' meeting based on the actual profits and capital status of the year.

2. Implementation status - status of dividend distribution discussed at the shareholders' meeting: As approved at the Board meeting on March 5, 2025 the Company proposed to distribute dividends as follows:

- (1) The net profit after tax of the Company in 2024 was NT\$262,684,026; after the deduction of the 10% legal surplus reserve of NT\$26,268,403 according to the law and adding the item of reduction for interest reversal - special surplus reserve (exchangeable differences from the translation of financial statements of foreign operations) of NT\$45,913,207 and undistributed earnings at the beginning of the period of NT\$289,122,797, and the distributable earnings for the year was NT\$571,451,627.
- (2) The amounts of NT\$174,916,282 out of the 2024 earnings are appropriated for distribution as cash dividends to shareholders, respectively. The dividend will be calculated based on the numbers of shares held by shareholders set out in the shareholders' register on the dividend base date. The proposed cash dividends to be distributed to shareholders is NT\$2 per share. The distribution of cash dividends is calculated to dollar (round up to the dollar). The total amount of the odd shares with a distribution of less than NT\$1 will be booked as the other income of the company.
- (3) After the annual shareholders' meeting has approved the proposal for earning distribution as a resolution, the Board is authorized to otherwise set the base date for dividend distribution and make arrangements for the distribution of cash dividends.
- (4) Subsequently, if any amendment is required due to changes in the dividend yield resulting from the effects of the changes in the Company's share capital on the volume of the number of issued shares, the Company intends to require the shareholders' meeting to authorize the Board to handle it at its full discretion.

3. Descriptions shall be provided if it is expected that there will be material changes in the dividend policy: None.

(IV) Effects of the intended stock grants on the operating performance and earnings per share of the Company for the year: Not applicable.

(V) Remuneration of employees and Directors:

1. Percentage or scope of remuneration of employees and Directors stipulated in the Articles of Incorporation:

Article 20 of the Articles of Incorporation of the Company stipulates that if the Company records any profit for the year, it shall make appropriations according to the following principles; however, if the Company has accumulated losses, it shall preserve the amount

for compensation.

(I) No more than 5% as the remuneration of Directors and supervisors.

(II) No more than 15% but not less than 3% as the remuneration of employees.

The counterparty for the distribution of remuneration of employees in stock or cash in the preceding paragraph may include employees in subordinated companies who fulfill the conditions established by the Board.

2. Basis for estimation of the amount of remuneration of employees and remuneration of Directors during the period, basis for the calculation of the number of shares for remuneration of employees distributed in stock, and the accounting treatment if the distribution amount is different from the estimated amount:

(1) Basis for estimation of the amount of remuneration of employees and remuneration of Directors during the period: It is estimated at a certain percentage within the percentage scope stated in the Articles based on the profit status of the year.

(2) Calculation of the number of shares for stock bonuses: Not applicable.

(3) Differences between the actual distribution amount and the estimated amount are accounted for as profit or loss in the following year.

3. Distribution of remuneration of employees approved by the Board:

(1) The amount of remuneration of employees and remuneration of Directors distributed in cash or stocks. If there are differences with the estimated amount in the year of expenses recognition, the differences, reason, and handling status shall be disclosed:

The proposal for the proposal for the appropriation of the remuneration of employees and Directors of for 2024 Company was approved at the Board meeting on March 5, 2024, and the intended remuneration of employees in cash and remuneration of Directors for distribution

were NT\$24,823,248 and NT\$7,298,360, respectively. There was no difference between the actual and the estimated amounts in 2024.

(2) The amount of employee remuneration distributed in stocks and its ratio to the net profit after tax in the parent company only or unconsolidated financial statements and the total amount of employee remuneration: Not applicable.

4. The actual distribution of remuneration to employees, directors, and supervisors in the previous year (including the number of shares, amount, and price of shares), and any discrepancy between it and the recognized remuneration to employees, directors, and supervisors, and the reason for the discrepancy and handling status:

(1) Distribution of remuneration of employees and remuneration of Directors and supervisors from 2023 earnings:

Unit: NT\$

Item	Actual distribution	March 1, 2024 Approved as a resolution by the Board	Differences	Description of reasons for differences
Remuneration of employees	10,768,065	10,768,065	-	-
Director's remuneration	8,897,261	8,897,261	-	-

(2) If there are differences with the remunerations of employees, Directors, and supervisors recognized, the differences, reason, and handling status shall be described:

At the Board of Directors meeting held on March 1, 2024, it was approved that the proposed distribution amounts for 2023 employee cash remuneration and directors' remuneration differed by NT\$750,000 from the previously estimated amounts. The difference was mainly due to directors' remuneration being calculated based on actual performance indicators. The Company treated the variance as a change in accounting estimates and recognized the difference in the 2024 profit and loss.

(VI) Shares repurchased by the Company: None.

II. Corporate bonds: None.

III. Preferred shares: None.

IV. Global depository receipts: None.

V. Employee stock options and restricted stock awards: None.

VI. Status of New Shares Issuance in Connection with Mergers and Acquisitions: None

VII. Financing Plans and Implementation: As of the quarter prior to the publication date of the annual report, there was no issuance of securities completed or completed in the most recent three years, but the effects of the plan are not fully exerted.

Four. Operational Overview

I. Business Activities

(I) Business Scope

1. Main areas of business operations

The company's product range encompasses the research and development, manufacturing, processing, and sales of thermal components, heat dissipation modules, connectors, other electronic components, card readers, and NFC modules. These products are applied in various fields such as electric vehicles, network communications, cloud computing, industrial applications, and consumer products. The thermal module products mainly include heat dissipation modules, thermal conductive components, key heat dissipation components, and chassis products. Other electronic component products comprise various types of card connectors including SD cards below version 7.0, Micro SD cards below version 7.1, Micro SIM cards, Nano SIM cards, smart chip cards, NFC card readers/modules, and various connectors such as HDMI, FPC, etc. Additionally, we offer composite card connectors..

2. Revenue distribution

Below are the sales of the Company's different products as a percentage of revenue in 2024:

Unit: NT\$000'

Item	Operating revenue	(%) of Total Sales
Thermal modules	3,142,312	83.71
Other electronic components	611,570	16.29
Total	3,753,882	100.00

3. Current product and service items of the Company

Main products	Use description
Thermal modules	The products are thermal modules that process and assemble cooling fin, aluminum or copper base, fan, heat pipe, and other thermal elements with the provision of solutions for VCs, water-cooling radiators, and roll-bond radiators; the products are primarily used in servers, data center and cloud calculation, high-end projectors, 5G communication and network equipment, new energy EV, and rail traffic transportation systems, IGBT reinforced home appliances, and other high-end and industrial application products, including PCs, AIO, laptops, and tablets, mobiles phones, mobile devices, and other consumer electronic products.
Other electronic components	Engaged in the research and development, manufacturing, and sales of various types of card readers and NFC modules. The products are primarily applied to computers, network communication equipment, and the consumer electronics industry, covering a wide range of applications such as televisions, laptops, desktop computers, all-in-one PCs, multimedia players, set-top boxes, home surveillance systems, motorcycle locks, in-vehicle devices, wireless charging, drones, and smart home products.

4. New products development

- A. EVAC (enhanced volume air cooling), a thermal module for high-watt, multi-node servers
- B. Liquid cooling thermal system for direct-to-node (DTN)
- C. Liquid immersion cooling system
- D. Development of loop heat pipe
- E. Loop thermosyphon

- F. Direct touch heat pipe (DTH) high-performance CPU radiator
- G. Radiator for the connecting 3D VC between the cavity of heat pipes and VCs
- H. Heat pipes and VCs with thinner thickness and reinforced rigidity and hardness for high-end slim and light devices
- I. On-board computer, central control, entertainment information, motor and battery system of electric vehicles and thermal products for LED vehicle lights
- J. Thermal technologies for AAU and RU gNB, CU, DU, Edge, CEP, and other communication equipment for 5G communication
- K. Liquid cooling systems encompassing cold plates, manifolds, core devices such as Cooling Distribution Units (CDUs), and integrated SideCar technologies.
- L. BLE Module ~10G HUB /Len to USB3

(II) Industry overview

1. Industry status and development

A. Thermal Industry

With the growing demand for artificial intelligence (AI), high-performance computing (HPC), advanced chips, servers, and electric vehicles, thermal management technologies have become a critical area of focus. As digital transformation and cloud computing continue to progress, demand for AI servers has significantly increased. Data centers require ever-increasing capabilities to store, transmit, and process large volumes of data in real time. Computing efficiency is the cornerstone of meeting these needs. To reduce energy consumption in data centers, advancements in thermal management have become one of the key factors in achieving energy efficiency. As a result, the global thermal management market continues to expand and has become a major driving force behind the development of Taiwan's thermal industry.

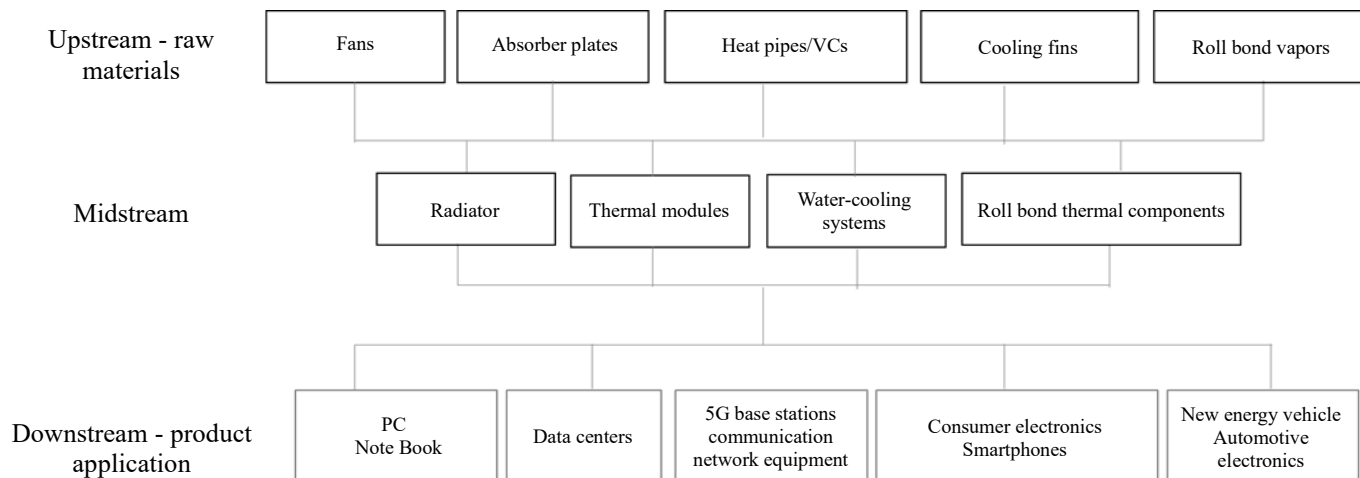
B. Other electronic components Industry

Near Field Communication (NFC) technology has seen increasing adoption in access control, transit systems, event ticketing, mobile payments, unlocking mechanisms, and wireless data transmission. It is now widely embedded in smartphones, significantly expanding its scope of application. In the context of smart buildings, for example, physical access cards are being digitized into credentials that can be preloaded or downloaded to smartphones, allowing users to unlock doors using their mobile devices. The evolution of NFC has also integrated it into the broader Internet of Things (IoT) ecosystem. NFC is now used in smart thermostats, garage doors, furniture, lighting, and even smaller devices such as toothbrushes and heartbeat sensors. These devices can collect user behavior data through IoT systems and connect to applications, which in turn communicate with cloud platforms or big data servers for analytics. This not only enhances users' quality of life but also provides manufacturers with insights on product usage and consumption patterns, enabling them to better predict demand and improve product quality. The importance of NFC technology is thus increasingly evident.

2. Connectivity between the upstream, midstream, and downstream of the industry

A. Thermal Module Industry Chain

The Company operates within the electronic components industry, with its core products including heat pipes, vapor chambers, thermal modules, and thermosyphon cooling devices. The upstream components primarily consist of fans, aluminum/copper heat spreader bases, heat pipes/vapor chambers, and aluminum-stamped fin bases. The midstream segment encompasses the integration of heat sinks and fans into thermal modules, thermosyphon cooling devices that combine semi-solid die-cast parts with stamped fin bases, and liquid cooling solutions such as liquid cold plates and water-cooling systems. The downstream applications cover a broad range of sectors including PCs and notebooks, servers and data centers, consumer electronics, 5G base stations and network equipment, as well as electric vehicles (EVs) and automotive electronics. The following diagram outlines the relationship across the upstream, midstream, and downstream segments of the thermal industry value chain:



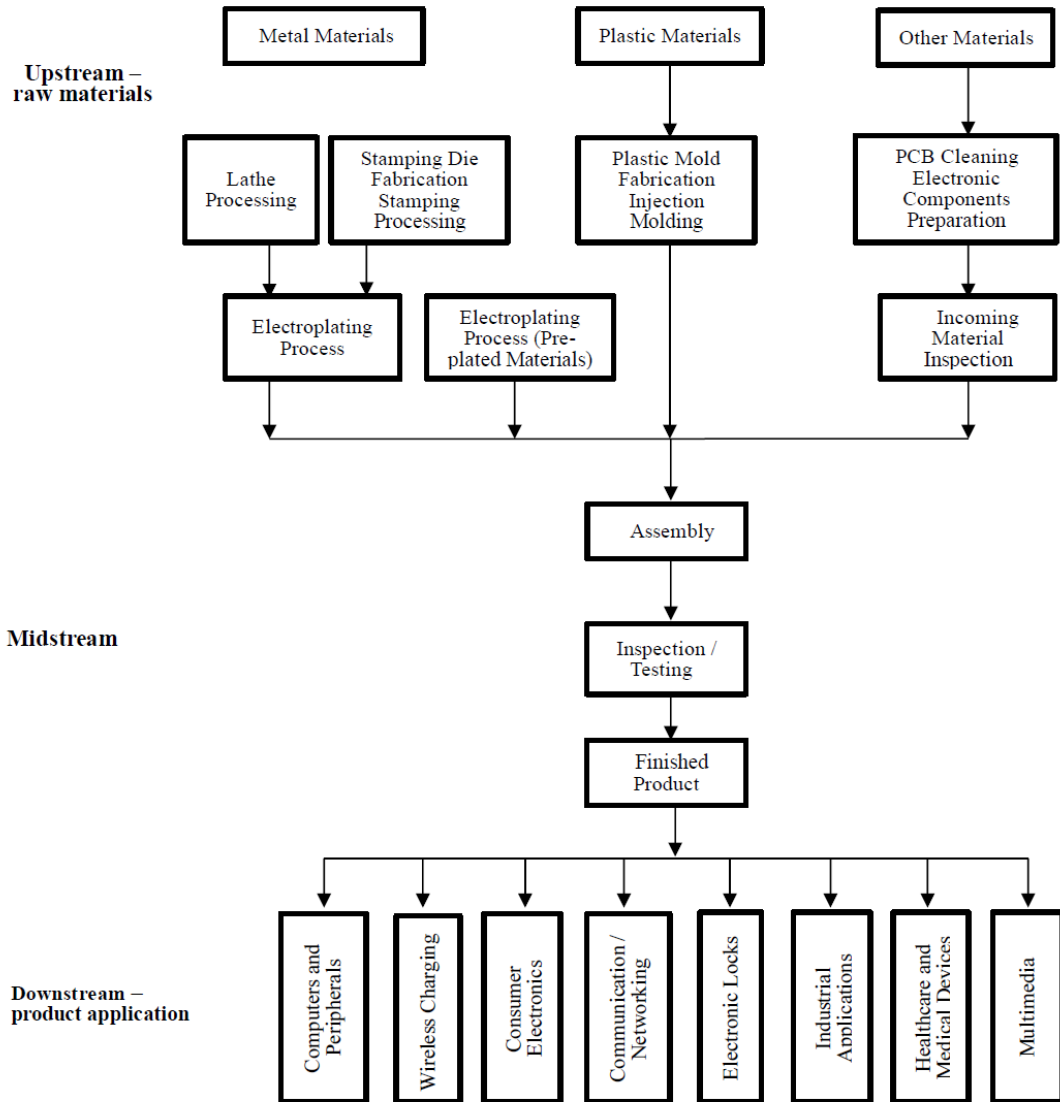
(1) Supply of upstream major raw materials

The Company primarily develops and manufactures key components such as heat pipes, vapor chambers, and thermosyphon (stamped fin-based) thermal solutions in-house. For externally sourced raw materials, long-term cooperative relationships with reliable suppliers ensure that the sources and pricing of major materials remain relatively stable.

(2) Downstream product application fields

With the consumer electronics market trending toward lighter, thinner, smaller, and multi-functional devices, power density has significantly increased. In addition, chip design is shifting toward multi-chip integration into single-chip solutions. As operating frequencies rise, transmission rates increase, and device sizes shrink, these changes significantly elevate chip complexity and thermal output. As a result, heat management technologies face increasingly stringent performance requirements, necessitating customized R&D strategies to accelerate development timelines. Previously, thermal designs for consumer electronics relied on the direct heat conduction of copper and aluminum materials, often complemented by thermal interface materials (TIM) and fans to dissipate heat. However, with rising chip power densities, heat pipes, vapor chambers (VC), and thermosyphon solutions have become mainstream thermal management components. These are increasingly applied to high-power components such as CPUs, GPUs, and ASICs. Moreover, with the global shift into the 5G era and the rise of artificial intelligence (AI) applications, high-performance computing (HPC) servers, AI servers, the Internet of Things (IoT), vehicle-to-everything (V2X) technology, smart manufacturing, and smart cities are rapidly evolving. These emerging applications are continuously driving demand for advanced thermal solutions in alignment with product innovation and market expansion.

B. Other electronic components industry chain



Our company's card reader and NFC module products are widely applied across various sectors, with primary applications in computer peripherals, network and communication devices, consumer electronics, and smart home appliances. In response to the evolving demands of specific markets and trends in the rise and fall of electronic products, we have, in recent years, expanded our applications to include products such as smart locks, Bluetooth devices, industrial equipment, and multimedia systems. Looking ahead, we plan to further develop diversified cross-industry applications, creating new market opportunities and growth momentum to sustain the continuous expansion of our production value.

3. Development trends and competition of products

A. Thermal modules

Development of thermal technologies and products began with natural convection cooling in early personal computers. This later evolved into air-cooled systems primarily using aluminum heatsinks with forced cooling fans. As CPUs advanced rapidly and generated more heat due to higher clock speeds, corresponding thermal solutions had to be continually upgraded—ranging from copper heatsinks, heat pipes, and vapor chambers to thermal modules, cold plates, heat exchangers, and integrated systems. With increasing global demand for energy efficiency, especially driven by high-performance computing and the Internet of Things (IoT), the requirements for thermal technologies have become increasingly stringent. To meet performance demands while minimizing power consumption, products must incorporate advanced thermal components and optimized designs to ensure maximum performance, reliability, and cost-effectiveness. The rapid growth of energy-saving and artificial intelligence (AI) technologies is expected to drive a significant new wave of demand and business opportunities in the thermal industry. Leveraging years of deep cultivation in the electronics industry, our company possesses proven R&D and design capabilities recognized by leading global brands. We provide customized thermal management solutions tailored to successive generations of electronic products, continuously evolving in step with advancements in chip specifications. Today's growing demand for AI and high-performance computing encompasses a wide range of applications, including servers and data centers, front-end cloud networking CPE devices, as well as end-user devices such as smartphones, computers, and gaming systems. These needs extend further into IoT, connected vehicles, smart cities, and smart factories. In response, we have developed a comprehensive range of thermal products and solutions, including high-power modules integrating heat pipes and vapor chambers, 3D vapor chamber (3DVC) modules, liquid cooling systems, thermoelectric modules, and heat siphon enclosures using blow-formed plates. To further enhance thermal components, we continue to validate new materials, adopt advanced manufacturing processes, and apply innovative technologies to reinforce structural integrity and improve heat dissipation performance. These efforts ensure our solutions effectively meet the needs of modern electronic devices, which demand compact, lightweight designs, high thermal design power (TDP), and sustained high-speed performance.

As the technical threshold for the design of thermal modules is relatively higher, the Company possesses solid R&D innovation and technology capacity, owns multiple thermal patents, supplies high-performance calculation server platforms of NVIDIA/AMD/Intel CPU and GPU, and is consistent with the thermal solutions on the cloud data central standard platform of OCP. Due to outstanding technologies and manufacturing strength, thermal companies in Taiwan hold a material role in the global industry chain. Based on different requirements, the Company provides comprehensive thermal modules and thermal solutions and integrates self-owned plants for production adjustment to ensure the quality of products and delivery on time. The Company adheres to the positioning of a highly customized service supplier. We not only grasped crucial technological and manufacturing advantages but also took the preemptive opportunity to launch a full production line in the 5G market; we became the optimal choice for cooperation for major large-scale companies at home and abroad and gained adoption and recognition from multiple international brands, representing the highly competitive strength maintains by the Company.

B. Other electronic components

Card readers and NFC modules are widely used in healthcare, medical services, payment systems, smart devices, electronic communications, multimedia, and their associated or supplementary accessories. Devices equipped with NFC modules enable data exchange and automate production processes, thereby enhancing operational efficiency. Our company specializes in providing a wide range of card readers and NFC modules, with applications covering computer peripherals, network communications, consumer electronics, and smart home appliances, making these products a core part of

our shipments. In response to changing market demands and the development trends of electronic products, we have actively expanded our application scope in recent years, extending our product technology to include smart locks, Bluetooth, industrial control, and multimedia devices. Moving forward, we will continue to develop more cross-industry application solutions, adapting our designs flexibly based on customer needs, improving precision manufacturing processes, and ensuring product quality and stability to meet the diverse demands of the evolving market.

(III) Research and Development

1. Technical level of the scope of business

Under the effects of globalization, the Company cooperates with domestic and foreign customers to understand the market demand with a target of becoming the leading company within the industry. The Company has established its own core value at an early stage, upgraded to ODM or JDM development step by step due to its professional OEM team, and accumulated considerable technical experience to satisfy the diversifying application fields. The Company carries out element connection design and the complicated part and component assembly and integration by way of projects, proposes solutions or technical supports to keep abreast of the real-time development of downstream application markets and provides rapid development and flexible response capacity of products. Meanwhile, we make use of individualized services to provide customized products of special specifications, are able to jointly develop new products by allying with customers, and provide diverse products and technical services to serve as the foundation for expanding our global operations and long-term development.

2. R&D overview

Our company's core business product is thermal modules. As the power density of electronic products increases exponentially, the application of heatsinks has reached its practical limits. Consequently, we have developed new thermal components such as heat pipes, vapor chambers, 3D VC, and blow-formed heat siphon plates, as well as cooling designs incorporating cold plates, liquid cooling systems, die-cast enclosures, and thermoelectric chips. In response to the market demands of AI servers, edge computing, and data centers, we focus on developing high-power density AI chip cooling technologies. Our solutions include two-phase cooling, cold plates, and immersion cooling. With our rapid R&D capabilities, we work closely with leading chip manufacturers such as Intel, AMD, and NVIDIA to ensure our thermal solutions are launched in sync with the next-generation AI processor platforms. Additionally, we continue to provide customized thermal solutions for cloud data centers, adhering to the Open Compute Project (OCP) standards. In the field of card readers and NFC modules, we have actively expanded our technology in line with the growth of the NFC payment market, developing new products such as BLE, HUB, and LAN to USB. Furthermore, in response to the rise of AI technologies, we have developed corresponding strategies to enhance our solution offerings and better meet customer needs. With years of industry experience, our company has a strong R&D team and has accumulated numerous patents for R&D results and product technologies. We maintain close cooperation with industry partners, are highly attuned to market dynamics, production technologies, and trends, and consistently launch products that meet market demand, allowing us to stand out in the competition.

3. R&D expenses invested in the most recent year and up to the publication date of the annual report

Unit: NT\$000'

Year	R&D expenses	Net revenue	R&D expenses as a percentage of net revenue
2024	162,820	3,753,882	4.34%

Source: Financial statements audited or reviewed by CPAs.

4. Technologies or products successfully developed

Year	R&D achievements
2020	Card-reader with the function to detect the category of memory cards
	Electric connector contact
	Electric connector contact, SD card, and electronic product
2021	Electronic card tray
	Combination of electronic card and thermal modules
	An Electronic card tray
2022	SD 7.0 /MSD 7.1 / SD 8.0
	Electric connector structure
	Tray structure used in electronic cards
2023	Connector with a detecting structure
	An Electric connector structure
2024	All-in-One Liquid Cooling Vapor Chamber Module
	Forged Micro-Channel Liquid Cooling Plate Heatsink
	Optical Module Micro-Channel Liquid Cooling Plate
	Liquid Cooling Plate Leak-Proof Liquid Collection Tank Structure
	Memory Liquid Cooling Heat Pipe Thermal Conduction Cooling Structure
	Memory Liquid Cooling Cold Plate Fluidic Heat Dissipation Structure
	Server Power Supply Liquid Cooling Thermal Management Structure

(IV) Long-term and short-term business development

1. Short-term development

- A. Strengthen strategic customer partnerships, accelerate technology commercialization, and expand into AI server, electric vehicle, and HPC (high-performance computing) industries.
- B. Expand ODM and EMS operations to increase market reach and sales.
- C. Collaborate with strategic customers to deploy BLE, 10 HUB, and other product solutions, enhancing revenue from IoT clients.
- D. Optimize a sustainable supply chain and accelerate carbon reduction efforts by internalizing innovation-driven decarbonization as a core competitive advantage.
- E. Improve management efficiency and reduce operational costs through digital transformation and smart automation.
- F. Expand high-performance thermal technologies, including liquid cooling, two-phase modules, and hybrid air-liquid cooling solutions.

2. Long-term development

- A. Deepen core technology capabilities and establish a forward-looking sustainable strategy to stay ahead of competitors by delivering best-in-class design, manufacturing, and solution services. Focus on developing high-end, high-value-added products to build long-term competitive advantages.
- B. Continuously invest in the development of new technologies and emerging industry products, enhance critical technologies and patent protections, and fulfill diverse customer needs to expand business capacity.

- C. Accelerate global market expansion with a focus on Southeast Asia, optimizing the sustainable supply chain through digital transformation and lean management to improve operational efficiency and agility.
- D. Implement a "Global Deployment, Local Operation" strategy to enhance supply chain efficiency and market competitiveness.

II. Market and sales overview

(I) Market analysis

(1) Sales region of major products

The company's main business activities are divided into two categories: thermal solutions and other electronic components products. The main sales regions for the past two years are as follows::

Unit: NT\$000'

Year		2023		2024	
		Amount	Ratio (%)	Amount	Ratio (%)
Foreign sales	Europe	51,216	1.34	37,551	1.00
	Asia	3,565,909	93.55	3,543,529	94.40
	America	121,650	3.19	115,798	3.08
Domestic sales		73,000	1.92	57,004	1.52
Total		3,811,775	100.00	3,753,882	100.00

(2) Market share

In the past, the thermal industry focused on consumer electronics, and PC, NB, smartphone, and other product lines have matured; facing the increasing competitive pressure from China, auto and server markets have become the field of competition between thermal companies. Compared with PCs and smart phones, the server supply chain is still dominated by Taiwanese manufacturers, the proportion of cooling in these supply chains continues to expand. Electric vehicles and self-driving cars have broken the traditional fixed supply system of carmakers and have also brought new opportunities for auto cooling.

The Company continues to make arrangements for servers. With the improvement in the calculation capacity of server processors, the radiating demand surged, and together with the evident growth momentum of servers, the level of dependence on thermal companies will only increase. For auto radiating, given the years of relationships with our customers, with the shipping volume of EVs in China increases, the auto radiating demand will rise, and the increase in revenue of relevant auto products that is driven by the focus on the thermal system of the central control is beneficial for the continual growth of our performance.

(3) Future market supply and demand and potential

With the rapid advancement of AI and continued progress in 5G, cloud computing, IoT, industrial control, and electric vehicles, the growing demand for high-speed computing, wireless connectivity, and remote access has driven the need for enhanced product performance. This has, in turn, spurred the development of diverse thermal solutions and significantly boosted demand for thermal components. The Company has long been dedicated to the development of thermal technologies and their applications. In addition to securing a significant share of orders in the 3C industry, we have expanded our product lines to cover a wide range of applications, including servers and data centers, 5G base stations, telecommunications and customer-premises equipment (CPE), electric vehicle power systems, IoT/vehicle networking devices, medical equipment, and industrial systems. In line with global technology trends, the Company

continues to develop and deliver next-generation compatible thermal solutions and niche products, aiming to increase production scale, expand market share, and enhance profitability.

(4) Competitive Advantages

A. Professional R&D and Design Team with Market Insight for Developing Key Technologies

The Company possesses over 20 years of strong R&D capabilities, consistently pursuing technological innovation and the development of new materials to enhance product value. Since its establishment, the Company has adhered to the philosophy of "customer satisfaction," with deep understanding of industry trends, manufacturing technologies, and market dynamics. By mastering key thermal conduction component technologies, we are able to promptly deliver next-generation product solutions to customers. In addition, we maintain close collaboration with upstream and downstream partners in the supply chain to improve supply chain efficiency and strengthen market competitiveness.

B. Strengthening Strategic Customer Partnerships to Accelerate Technology Commercialization

With years of experience in the field of electronic components and thermal module manufacturing, the Company offers a comprehensive portfolio of thermal management products and strong production capabilities. Our product quality and technical expertise have earned the trust of internationally renowned customers, laying a solid foundation for business expansion and supporting the development of new products and the acquisition of potential clients.

C. Flexible Global Operations under a Distributed Model

The Company headquarters has established a cross-regional resource-sharing platform to effectively consolidate market intelligence and R&D projects, enabling the timely provision of product solutions tailored to customer needs. Through a globalized manufacturing strategy and integrated supply chain system, production lines are allocated based on regional manufacturing advantages, allowing for flexible operations and cost competitiveness. With an extensive global sales and service network, we offer flexible delivery locations and timely technical support and localized services to meet diverse customer demands.

(5) Favorable and Unfavorable Factors in Business Outlook and Corresponding Strategies

A. Favorable factors

(1) Rising AI Wave Drives High-Performance, High-Power Cooling Demand

The widespread adoption of AI applications and the ongoing trend of digital transformation are driving long-term growth in demand. Technologies such as electric vehicles, IoT, and industrial control continue to evolve, leading to increased CPU and GPU power consumption and rising equipment temperatures. As a result, the need for diverse thermal solutions is expanding rapidly. The thermal industry is expected to experience robust growth over the coming years.

(2) Strong R&D and Design Capabilities Supporting Ongoing Innovation and Product Diversification

The Company's products are widely applied in computers, 3C electronics, servers, high-performance computing, communication and networking equipment, automotive electronics, AIoT, medical devices, and industrial applications. Backed by extensive experience in design, technology, and project management, and supported by advanced simulation tools and testing equipment, the Company is committed to improving processes, quality, and product innovation. With over a hundred approved patents and certifications from major global customers, the Company's R&D strength and product quality have been widely recognized.

(3) Thermal Performance as a Key Driver of Emerging Technologies

As global computing power demands rise, the development of cloud infrastructure,

data centers, AIoT commercial devices, autonomous driving, and electric vehicles has accelerated. To meet diverse customer needs, TaiSol has evolved from an air-cooling component manufacturer into a provider of water-cooling systems through investment in smart production technologies. To seize AI server opportunities, the Company continues to innovate and enhance its cooling technologies—particularly in liquid cooling—while also expanding into the electric vehicle and high-end server markets. Through diversified products and global deployment strategies, the Company aims to deliver high-value-added solutions that align with industry upgrades and intelligent applications.

- (4) **Specialization and Integration for Enhanced Synergy and Operational Efficiency**
In response to the uncertainties of U.S.-China trade relations, the Company has adopted a "Global Deployment, Local Operation" strategy to optimize its sustainable supply chain and accelerate carbon reduction initiatives as a competitive advantage. By integrating group resources with Taiwan headquarters as the operational hub, the Company coordinates production base allocation to achieve economies of scale, leverage procurement power to control costs, and implement digital transformation and smart automation to enhance operational efficiency and reduce costs.

B. Unfavorable factors and response Strategies

- (1) **Intense Price Competition from New Entrants**

The thermal industry is relatively mature in manufacturing processes, with many players entering the market. The rise of price-cutting competition from Chinese manufacturers has intensified market competition.

Response Strategy: Strengthen strategic customer partnerships, accelerate technology commercialization, and increase product value. Improve production techniques and processes, adopt planned manufacturing, and implement automation to reduce costs. Develop alternative technologies and materials to enhance competitiveness.

- (2) **Fluctuating Raw Material Prices Require Enhanced Procurement and Inventory Management**

Global copper prices may remain volatile, raising concerns over supply stability for thermal manufacturers.

Response Strategy: Maintain long-term relationships with raw material suppliers and establish strategic partnerships to ensure pricing flexibility. Integrate group production schedules, implement centralized procurement and planned production, extend supplier lead times, and increase purchase volumes to optimize procurement efficiency.

- (3) **Shortage of Skilled Talent**

As a research-driven company, the demand for skilled professionals continues to grow, particularly due to the AI boom. Competition for thermal management talent has intensified, with system integrators and brand manufacturers aggressively recruiting, impacting the Company's ability to attract talent.

Response Strategy: Offer comprehensive benefit programs, implement employee bonus and stock ownership plans to reduce turnover and enhance employee loyalty..

- (4) **Foreign Exchange Risk Impacts Profitability**

The Company's main markets include domestic sales in China and overseas customers from major international corporations. Since most transactions are conducted in USD or RMB, fluctuations in exchange rates create uncontrollable risks that can impact revenue and profits.

Response Strategy: A dedicated finance team monitors exchange rate trends and regularly updates reference exchange rates for business units to adjust pricing. When necessary, the Company will review and adjust hedging strategies to strengthen financial risk control and optimize foreign exchange risk management.

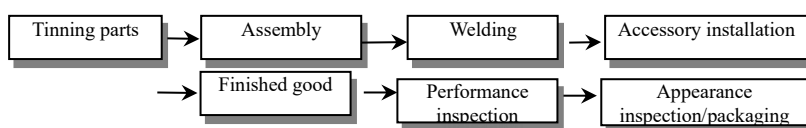
(II) Production Procedures of Main Products

1. Major Products and Their Main Uses

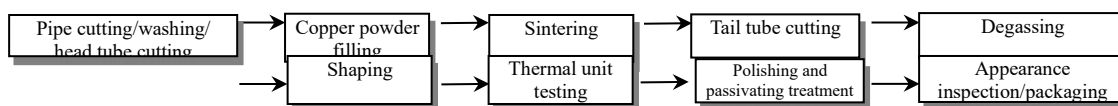
Main products	Use description
Thermal modules	<p>Mainly used in personal computers, industrial computers, workstations, servers, storage equipment, data centers, computer peripherals, LED related products, wired/wireless communication and network equipment, new energy electric vehicles, in-vehicle and auto electronics, transportation and IGBT related industrial application products; consumer products such as projectors, game consoles, smart phones, tablet computers, drones, smart wearable devices, etc.</p> <p>The product category of the Company covers:</p> <ol style="list-style-type: none">1. Radiator (heat sink + fan)2. Thermal modules (heat sink + heat pipe)3. Heat pipe4. Vapor chamber5. Cole plate & liquid cooling system6. Roll-bond chamber + semi-solid die-casting piece (thermosyphon-assisted enclosure)
Other electronic components	<p>Primarily applied in computers, network communication equipment, and consumer electronics. Compatible with a wide range of products including televisions, laptops, desktop computers, all-in-one PCs, multimedia players, set-top boxes, home surveillance systems, motorcycle locks, in-vehicle devices, wireless charging stations, drones, and smart home appliances.</p> <p>Applicable product types include:</p> <ol style="list-style-type: none">1. Smart Cards2. Card Readers3. NFC Modules4. BLE Modules5. Encoding Tools and Industrial PCs

2. Major Products and Their Production Processes

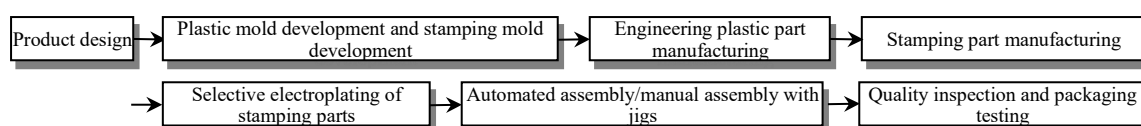
A. Thermal module assembly



B. Manufacturing of heat pipes



C. Manufacture of other electronic components



(III) Supply of major raw materials

Main products	Major raw material	Major supplier	Supply status
Thermal modules	Fans, cooling fins, clips, and copper tubes	Domestic and foreign suppliers	Favorable
Other electronic components	IC, Capacitors and Resistors, Metal Components, plastic parts, PCBs	Domestic and foreign suppliers	Favorable

(IV) Name of customers accounting for 10% of the total purchase (sales) amount or above in any of the most recent two years, and purchase (sales) amount and ratio

1. Major Suppliers and Clients

Unit: NT\$000'; %

Item	2023				2024			
	Title	Amount	As a percentage of the annual net sales (%)	Relationship with the issuer	Title	Amount	As a percentage of the annual net sales (%)	Relationship with the issuer
1	Company A	744,243	19.52	Non-related party	Company A	781,095	20.81	Non-related party
2	Company B	497,543	13.05	Non-related party	Company B	408,373	10.88	Non-related party
3	Company C	469,613	12.32	Non-related party				
	Others (Note)	2,100,376	55.11		Others (Note)	2,564,414	68.31	
	Net sales	3,811,775	100.00		Net sales	3,753,882	100.00	

Note: When the sales to a single customer during the year fail to reach 10% of the sales amount of the Company or above, the customer is included in others.

The Company's products are widely used in computer systems and peripherals, and consumer electronic information products. In recent years, the Company's products have also been extended to servers/data centers, the communications industry, and auto products. However, due to the Sino-US trade war, inflation, global economic slowdown and other factors, the end-user demand decreased and orders decreased. The overall sales amount in 2024 decreased by 1.52% compared with the previous year. With our technology R&D capacity accumulated over the years, the Company has been actively exploring diverse applications and selecting products with growth potentials and stable profits; together with our long-term relationships with customers, the Company will continue its growth momentum and obtain orders from renowned large-scale companies and jointly develop new products.

2. Major suppliers

Unit: NT\$000'; %

Item	2023				2024			
	Title	Amount	As a percentage of the annual net purchases	Relationship with the issuer	Title	Amount	As a percentage of the annual net purchases	Relationship with the issuer
1	Company A	537,679	22.45	Non-related party	Company A	594,824	23.51	Non-related party
	Others (Note)	1,857,654	77.55	Non-related party	Others (Note)	1,934,878	76.49	Non-related party
	Net purchases	2,395,333	100.00		Net purchases	2,529,702	100.00	

Note: When the purchase from a single supplier during the year failed to reach 10% of the purchase amount of the Company or above, the customer is included in others.

The company's main products include thermal components, heat dissipation modules, other electronic components, card readers, and NFC modules. The main raw materials cover terminals, plastic particles, iron casings, copper and aluminum alloys, metal parts, fans and other types of materials. Supply mainly refers to the molds developed and designed to meet the product specifications and manufacture. In order to ensure product quality, the molds are jointly developed through long-term cooperation contractors, and the raw materials required for production are contracted to the third party. In addition, there are multiple suppliers for a single raw material, and the sources of goods are dispersed. Therefore, it is not yet likely to cause supply interruption or shortage. Therefore, the Company has maintained stable supply status of purchases in the last two years, and the change should be reasonable.

III. Employees Status

Unit: person; year

Year		2023	2024	As of February 28, 2025
Number of employees	General employees	507	520	518
	Direct employees	787	679	603
	Total	1,294	1,199	1,121
Average age		36.07	35.95	36.65
Average years of service		5.54	5.31	5.41
Distribution of educational background	PhD	0.07%	0.00%	0.00%
	Master	1.55%	1.92%	2.05%
	Junior College	21.10%	26.10%	27.92%
	Senior High School	34.62%	31.78%	26.67%
	Below high school	42.66%	40.20%	43.36%

IV. Information on environmental protection expenditure

- (I) According to laws and regulations, if it is required to apply for a permit for installing anti-pollution facilities, or for pollution drainage, or to pay anti-pollution fees, or organize and set up an exclusively responsible unit/office for environmental issues, the description of the status of such applications, payment or establishment shall be made: None.
- (II) Set out the investment in the major anti-pollution facilities, the use purpose of such facilities, and the possible effects to be produced: None.
- (III) Describing the process undertaken by the Company on environmental pollution improvement for the most recent two years and up to the publication date of the annual report. If there had been any pollution dispute, its handling process shall also be described: None.
- (IV) Describe losses (including compensation) that occurred to the Company due to environmental pollution and the total punishments imposed in the most recent two years and up to the publication date of the annual report and disclose the future countermeasures (including improvement measures) and potential expenditures (including the estimated amount of losses, punishments, and compensation that may occur for not adopting countermeasures; if the amount cannot be reasonably estimated, please describe the fact for the inability to make reasonable estimates): None.
- (V) Describe the losses that occurred to the Company due to environmental pollution and the total punishments imposed in the most recent two years and up to the publication date of the annual report and disclose the future countermeasures and potential expenditures: None.

V. Labor Relations

- (I) Set out the benefits measures, continuing education, training, and retirement systems of employees and their implementation, and the labor-capital agreements and measures for protecting employees' interests:

◆ Employee welfare

The company values its employees and strives to create a happy workplace, fostering a relationship of mutual trust and prosperity between labor and management. In order to comprehensively care for the rights and interests of employees, the company established the Employee Welfare Committee on May 1, 1999, to improve the company's welfare system and ensure the well-being of every colleague. Currently implemented employee welfare measures include::

1. Friendly workplace

- (1) Flexible working hours for employees to arrange their schedule and care for their family and leisure life.
- (2) Taxis contracted with the Company to transport employees who get off work at night.

- (3) Health inspections more favorable than laws and regulations to spare no effort in protecting the health of our employees and their family members.
- (4) Contracted professional medical personnel providing on-site health services.
- (5) Providing freshly ground coffee and tea bags around the clock, allowing colleagues to experience the comforting warmth of home.
2. Insurance protection
 - (1) According to the law, we provide labor insurance, employment insurance, labor occupational hazard insurance, and national health insurance..
 - (2) Group Insurance for Corporations.
 - (3) Business Travel Insurance (for business trips, dispatched personnel, and occupational hazard insurance for employees).
3. Leave system
 - (1) Provide a leave system more favorable than laws and regulations.
 - (2) Provide family care leave and nursery leave without pay to ensure employees' family care needs
4. Warm benefits
 - (1) Bonuses for year-end, three material Chinese festivals, and birthday
 - (2) Patent bonuses, seniority bonuses, maternity, marriage, bereavement, celebration subsidies, hospitalization money and retirement bonus
 - (3) Provide various featured gifts for special festivals to allow employees to enjoy warm festivals with their family members.
 - (4) The occasional surprise gifts create little moments of joy in workplace life.
 - (5) A variety of activities (such as year-end banquets, sports competitions, employee trips, meal vouchers, seasonal or special holiday events, afternoon tea, and departmental gatherings).
5. Diversified subsidies
 - (1) Travel subsidies.
 - (2) Educational training subsidies.
 - (3) Sales personnel are entitled to a parking space (fee) subsidies, fixed-amount mobile charges subsidies, vehicle allowance, and fuel charges subsidies.

◆ Workplace environment

The Company implements care for employees with respect to employee safety, environmental health, and occupational health to provide a worry-free and healthy workplace to all employees.

1. Employee safety
 - (1) The Company has established its “Workplace Health and Safety Rules,” “Rules for Occupational Safety and Health Management,” “Occupational Safety and Health Management Plan,” “Automatic Inspection Plan,” and other regulations and implements them accordingly.
 - (2) The Company implements building public safety inspections every two years to ensure the safety of buildings.
 - (3) The Company carries out fire safety equipment inspection and maintenance or relevant declarations each year to ensure fire safety.
 - (4) Offices have access control, CCTV, and security systems, and there are securities performing patrol inspections to fully protect employees’ safety.
2. Environmental health
 - (1) The Company regularly performs patrol inspections for water dispensers each month, changes filter every three months and carries out tank cleaning and maintenance to protect the hygiene of employees’ drinking water.
 - (2) The Company employs dedicated cleaning staff for the sanitization and cleaning of office environments; professional institutions are engaged to perform carpet and A/C cleaning and maintenance each year to keep a healthy and comfortable environment.
3. Occupational health
 - (1) The senior management has executed the “Written Declaration for the Prevention of Workplace Illegal Infringement” to openly announce our zero-tolerance toward

workplace illegal infringements.

- (2) The Company has established, and will follow, the Prevention Plan for Ergonomic Hazards, Prevention Plan for Diseases Arising from Abnormal Word Load, Prevention Plan for Illegal Infringement When Executing Duties, Workplace Maternal Health Protection Plan, Workplace Sexual Harassment Prevention Measures.
- (3) The Company implements new employee physique inspections according to the law and regularly organizes employees' health inspections that are more favorable than laws and regulations to comprehensively care for employees' health through the follow-up management system of the on-site health services.
- (4) The Company provides ergonomic chairs for all employees, allowing employees to work comfortably, which effectively minimizes ergonomic hazards.

◆ Employees' remuneration policy

1. Salary adjustment system

The Company carries out salary adjustments based on the operating status and employees' performances each year, with reference to external macroeconomic development, salaries within the industry, and other factors, to retain employees and encourage them to exhibit their greatest potential through constant learning, co-exist and enjoy joint prosperity with the Company.

2. Salary and reward system

According to the requirements under Article 20 of the Articles of Incorporation, "if there is any profit for the year, the Company shall appropriate 3% as remuneration of employees." For the distribution standards, apart from measuring the level of contributions to the profits of the Company of different business departments, salaries are also adjusted with reference to the performance evaluation and seniority of employees so as to provide incentives to all employees to jointly create a favorable operating performance, share in the operating achievements, and achieve mutual benefits and labor-capital harmony.

◆ Retirement system

1. Retirement pension appropriation

The Company appropriates 6% as labor retirement pension to employees' individual accounts each month based on the requirements in the "Monthly Contribution Classification of Labor Pension" in accordance with the Labor Pension Act.

2. Qualification for retirement pension

If an employee of TaiSol fulfills any of the following requirements, it may apply for retirement, or a compulsory retirement may be performed:

(1) Self-applied retirement

- i. An employee who has provided services for the Company for 15 years or above and has reached the age of 55.
- ii. An employee who has provided services for the Company for 25 years.
- iii. An employee who has provided services for the Company for 10 years or above and has reached the age of 60.

(2) Compulsory retirement

- i. An employee who has reached the age of 65.
- ii. An employee who is not capable of work due to physical or mental disabilities.

◆ Talent cultivation

We are convinced that "employees" are crucial assets of the Company; continual talent cultivation is a material strategy to improve employees' skills and service quality. Therefore, we have established relevant educational training methods and organized different categories of training to constantly improve employees' know-how and management skills in accordance with the short-term, mid-term, and long-term development plans.

◆ Labor-capital agreement

All labor-capital measures of the Company are subject to the requirements of relevant laws and regulations, and the Company provides multiple channels for employees to reflect their opinions to improve labor-capital harmony; by doing so, the Company can understand the opinions of employees regarding the management system, leadership of directors, welfare system, and working environments. Furthermore, the establishment or amendment to material labor-capital systems shall be fully negotiated between both parties before being implemented; therefore, we have a harmonious labor-capital relationship.

◆ Labor-capital agreements and measures to maintain employees' interest

The Company regularly convenes labor-capital meetings according to the requirements under Article 83 of the Labor Standard Act. Measures related to labor-capital relations are fully negotiated and communicated between both parties; therefore, there is no dispute.

- (II) Any losses suffered the in the most recent fiscal year and up to the annual report date due to labor disputes (including labor inspection results found in violation of the Labor Standards Act, specifying the disposition dates, disposition reference numbers, the articles of law violated, and the content of the dispositions): None.

VI. Information and Communication Security Management

- (I) Description of the framework for managing information and communication security risks, information and communication security policies, specific management plans, and resources allocated for implementing information and communication security management:

3. Information and Communication Security Risk Management Framework

To strengthen information and communication security protection and management mechanisms, the company has appointed a security supervisor and a security personnel responsible for governing information security policies and supervising the operation of security management. They regularly review information security development plans and assess information security risks.

2. Information and Communication Security Policies

- (1) When conducting various operations, employees must comply with various laws issued by the competent authorities and relevant regulations of the company.
- (2) Implementing security management, based on the Plan-Do-Check-Act (PDCA)

management cycle mechanism, to review information security work.

- (3) All employees are obligated to protect the company's confidential and sensitive information, and unauthorized access, use, disclosure, or disclosure of such information to unrelated colleagues, vendors, and other clients is prohibited.
- (4) All employees should remain vigilant at all times regarding any violations of information security policies and procedures, and report them promptly according to the procedures.
- (5) The company should develop business continuity plans based on business needs and regularly test and drill them to maintain their applicability.
- (6) Significant changes to information equipment (including software and hardware) in various units of the company should be evaluated with the assistance of the information unit for technical and specification compliance.

3. Specific Management Plans

Category	Specific Management Measures
Authorization Management	<ul style="list-style-type: none"> ■ Management and audit of user account permissions ■ Periodic inventory of user account permissions
System and Data Access Control	<ul style="list-style-type: none"> ■ Internal and external access control measures ■ Control measures for data leakage channels ■ Analysis of operational behavior traces
External Threats	<ul style="list-style-type: none"> ■ Vulnerability detection and update measures for host computers ■ Virus protection and malicious program detection
System Availability	<ul style="list-style-type: none"> ■ Monitoring and notification mechanism for system network availability status ■ Contingency measures for service interruption ■ Data backup and redundancy measures, local disaster recovery mechanisms ■ Regular disaster recovery drills

4. Resources Allocated for Information and Communication Security Management

- (1) Network Equipment: Firewalls, email antivirus, spam filtering, web behavior analysis, network-managed switches, etc.
- (2) Software Systems: Endpoint protection systems, backup management software, VPN authentication, etc.
- (3) Telecommunication Services: Multi-line backup, cloud backup services, intrusion prevention services, etc.
- (4) Human Resources Allocation: Daily system status checks, regular backups and off-site storage of backup media, information security awareness education programs, annual system disaster recovery drills, internal audits of information cycles, accountant audits, etc.
- (5) Information Security Personnel: Information security supervisors and personnel responsible for designing security architecture, security operations and monitoring, security incident response and investigation, security policy review and revision, and assessment of information security risks.

- (II) List any losses suffered by the Company in the most recent year and up to the publication date of the annual report due to significant cybersecurity incidents, the possible impacts therefrom, and countermeasures; if the amount cannot be reasonably estimated, please describe the fact for the inability to make reasonable estimates: None.

VII. Important contracts

At present, apart from the financing contracts with banks that we transact with, there is no supply/sales contract, technical cooperation contract, engineering contract, or any material contract that may affect investors' interest. Below are the main contents of important contracts:

Agreement	Counterparty	Period	Major content	Restrictive term
Plant lease	DongGuan Guangtai Electronics Co., Ltd.	2024.01.16 - 2026.01.15	1. A term of two years 2. The lessor shall propose the written renewal three months before the expiry of the leasing period	None
Right of use assets	Village Committee	2024.10.01-2025.09.30	1. A term of one year 2. After the contract comes into effect, if either party terminates the contract without cause, they shall pay the other party a one-time penalty.	None
Commission contract	Company A4	The contract became effective on December 19, 2014; the contract continues to remain effective unless a party proposes a written termination 30 days in advance	1. Payment collection method: T/T 2. Price calculation method: Establish according to the contract	Confidentiality term
Commission contract	Company A5	2023.01.01-2024.12.31 This Agreement shall remain in effect for a period of one year from the Effective Date. Upon mutual agreement, the term may be automatically extended for an additional one year. Upon the expiration of the extended term, a new agreement shall be negotiated by both parties.	1. Payment collection method: T/T 2. Price calculation method: Establish according to the contract	Confidentiality term
Agency contract	Company A6	2023.09.01-2024.08.31 The validity period is one year, and both parties agree to automatically renew for another year, with the option to renegotiate upon expiration.	1. Payment collection method: T/T 2. Price calculation method: Establish according to the contract	Confidentiality term
Procurement contract	Company A7	The contract became effective on March 9, 2023, the date of execution, with a valid period of three years; the contract will automatically be extended for three years upon the expiry, unless a party proposes a written termination three months before the termination date	1. Payment method: Settled by month of 150 days; after the acceptance, the payment shall be made according to the payment method agreed upon by both parties 2. Price calculation method: Both parties shall negotiate and set the price based on the market development	Confidentiality term
Procurement contract	Company D1	The contract became effective on June 2, 2022, the date of execution, with a valid period of two years; the contract will automatically be extended for one year upon the expiry, unless a party proposes a written termination three months before the termination date	1. Payment method: Settled by month of 150 days; after the acceptance, the payment shall be made according to the payment method agreed upon by both parties 2. Price calculation method: Both parties shall negotiate and set the price based on the market development	Confidentiality term
Procurement contract	Company D2	This Agreement shall become effective as of April 17, 2020. Unless TaiSol provides a one-month prior written notice of termination or terminates the Agreement pursuant to Article 17 herein, the Agreement shall remain in effect throughout the transaction period.	1. Payment method: Settled by month of 120 days; after the acceptance, the payment shall be made according to the payment method agreed upon by both parties 2. Price calculation method: Both parties shall negotiate and set the price based on the market development	Confidentiality term
Procurement contract	Company D3	The contract became effective on November 2, 2022, the date of execution, with a valid period of two years; the contract will automatically be extended for one year upon the expiry, unless a party proposes a written termination three months before the termination date	1. Payment method: Settled by month of 120 days; after the acceptance, the payment shall be made according to the payment method agreed upon by both parties 2. Price calculation method: Both parties shall negotiate and set the price based on the	Confidentiality term

Agreement	Counterparty	Period	Major content	Restrictive term
			market development	
Procurement contract	Company D4	The contract became effective on May 23,2023, the date of execution, with a valid period of two years; the contract will automatically be extended for one year upon the expiry, unless a party proposes a written termination three months before the termination date	1. Payment method: Settled by month of 120 days; after the acceptance, the payment shall be made according to the payment method agreed upon by both parties 2. Price calculation method: Both parties shall negotiate and set the price based on the market development	Confidentiality term
Procurement contract	Company D5	The contract became effective on 14 October 28,2022, the date of execution, with a valid period of two years; the contract will automatically be extended for one year upon the expiry, unless a party proposes a written termination three months before the termination date	1. Payment method: Settled by month of 120 days; after the acceptance, the payment shall be made according to the payment method agreed upon by both parties 2. Price calculation method: Both parties shall negotiate and set the price based on the market development	Confidentiality term

Five. Review of Financial Position, Financial Performance, and Risk Management

I. Analysis of Financial Position

Unit: NT\$000'

Item	Year	2024	2023	Differences	
				Amount	%
Current assets		3,126,431	3,255,441	(129,010)	(3.96)
Property, plant and equipment		427,396	435,001	(7,605)	(1.75)
Right-of-use assets		75,751	27,099	48,652	179.53
Intangible assets		1,104	1,231	(127)	(10.32)
Other assets		123,223	117,004	6,219	5.32
Total assets		3,753,905	3,835,776	(81,871)	(2.13)
Current liabilities		1,579,235	1,799,239	(220,004)	(12.23)
Non-current liabilities		144,835	140,412	4,423	3.15
Total liabilities		1,724,070	1,939,651	(215,581)	(11.11)
Share capital		879,081	879,081	-	-
Capital reserve		348,929	348,899	30	0.01
Retained earnings		858,825	771,058	87,767	11.38
Other equity		(39,747)	(85,660)	45,913	53.60
Treasury shares		(17,253)	(17,253)	-	-
Total shareholders' equity		2,029,835	1,896,125	133,710	7.05

Note 1: Main reasons for the material changes (changes between the former and the latter period reaching 20% and the amount of change reaching NT\$10 million or above) in assets, liabilities, and shareholder's equity in the most recent two years and the effects and countermeasures in the future shall be described

Main reasons for the material changes and the effects and countermeasures in the future

1. Increase in right-of-use assets: Due to the renewal of the lease for the Dongguan plant and the establishment of a Thai subsidiary to lease a new facility.
2. Decrease in other equity: Mainly due to the increase in exchange differences on translation of the financial statements of foreign operations.

II. Financial performance

Unit: NT\$000'

Item	Year		Amount increased/decreased	Percentage of change (%)
	2024	2023		
Net revenue	3,753,882	3,811,775	(57,893)	(1.52)
Operating cost	3,000,884	3,024,324	(23,440)	(0.78)
Gross profit	752,998	787,451	(34,453)	(4.38)
Operating expenses	529,733	520,920	8,813	1.69
Operating income	223,265	266,531	(43,266)	(16.23)
Non-operating income and expenses	107,013	52,429	54,584	104.11
Net profit before tax	330,278	318,960	11,318	3.55
Income tax expenses	67,595	75,666	(8,071)	(10.67)
Net income for the period	262,683	243,294	19,389	7.97
Other comprehensive income for the period	44,924	(24,480)	69,404	283.51
Total other comprehensive income for the period	307,607	218,814	88,793	40.58

(I) Analysis and description of changes (changes reaching 20% or above and the amount of change reaching NT\$10 million):

1. Decrease in non-operating income and expenses: mainly due to the increase in foreign currency exchange gains year-on-year.
2. Increase in other comprehensive income: Mainly due to the increase in exchange differences on translation of financial statements of foreign operations.

(II) Estimated sales volume and its basis:

We are deeply engaged in core sectors such as high-performance computing (HPC), artificial intelligence (AI) servers, automotive electronics, and projectors. In addition to focusing on the research, development, and application of liquid cooling technologies, we are actively expanding into the electric vehicle and high-end server markets to enhance product value. At the same time, we are broadening our ODM/OEM presence through diversified sales channels and market expansion to effectively increase overall sales volume and market share. We continue to drive digital transformation and smart automation to improve management efficiency, reduce operational costs, and optimize internal production processes, thereby strengthening overall profitability.

III. Cash flows

(I) Analysis of changes in cash flows in the most recent year

Unit: NT\$000'

Item	Year	
	2024	
Net cash inflows (outflows) from operating activities	245,107	
Net cash inflows (outflows) from investing activities	(135,958)	
Net cash inflows (outflows) from financing activities	(212,716)	

Analysis and description of changes:

The net cash inflow from operating activities in 2024 was mainly from the operating profit; the net cash outflow from investment activities was NT\$114,521 thousand for time deposits with maturity over three months; the net cash outflow from financing activities, mainly cash dividends of NT\$174,916 thousand. As of December 31, 2024, the Company's cash and cash equivalents amounted to NT\$927,358 thousand, and the Company had financing limits available with a number of banks. Therefore, its working capital should be sufficient to cover the daily needs of future operations required.

(II) Cash flows analysis for the following year and remedial measures for cash deficit

Unit: NT\$000'

Cash balance at the beginning of the period (1)	Estimated net cash inflow from operating activities for the year (2)	Estimated net cash outflows from non-operating activities throughout the year (3)	Estimated cash balance (1)+(2)+(3)	Remedial measures for cash deficit	
				Investment plan	Wealth management plan
927,358	178,326	(167,965)	937,718	-	-

The cash surplus in 2025 is estimated to be sufficient to meet the Company's daily operating needs.

IV. Effect of major capital expenditures on finance and business in the most recent year: None.

V. Investment policy for the most recent year, the main reasons for gains or losses, improvement plan, and investment plan for the following year.

In recent years, amid geopolitical risks and global supply chain fluctuations, the Company has actively responded to customer needs by establishing offices in key regions to expand service coverage. In November 2024, a subsidiary was established in Thailand to accelerate our global footprint and enhance operational efficiency and agility in the Southeast Asian market. At the same time, we will increase investment in digitalization to optimize the supply chain through digital transformation and streamline operations, thereby strengthening internal resource integration and cost control. Looking ahead, we will continue to drive technological innovation and product differentiation strategies to avoid low-price competition and inject new momentum into the Company's sustainable development.

VI. For risks, the following matters in the most recent year and up to the publication date of the annual report shall be analyzed and evaluated:

(I) Effects of changes in the interest rate and exchange rate and inflation on the Company's profit or loss and future countermeasures

Unit: NT\$000'

Item	Year
	2024
Net interest income	27,708
Exchange gains	58,760
Net revenue	3,753,882
Net interest income/Net revenue (%)	0.74%
Exchange gains/net revenue (%)	1.57%

Source: Financial statements for 2024 audited and certified by CPAs.

1. Effects of changes in interest rates on the gain or loss of the Company and future countermeasures

Bank borrowings of the Company accrue at variable interest rates; therefore, the Company is exposed to the risk of cash flow interest rate. In the future, the Company will adopt conservative actions for changes in interest rates. Apart from continuing to maintain a healthy relationship with banks that we transact with and actively striving for lower interest

rates for borrowings, if there is any idle capital, time deposits or acquisition of wealth management products will be adopted for use to collect higher interest income.

2. Effects of changes in exchange rates on the gain or loss of the Company and future countermeasures

The foreign sales ratio of the Company's products accounts for over 90% of the overall revenue. Foreign sales are primarily denominated in USD and RMB as the primary denomination unit for incoming feeds is USD and RMB; therefore, partial risk of exchange risk may be eliminated between purchases and sales.

Substantial countermeasures in response to changes in exchange rates:

- A. Creditors' rights and liabilities in foreign currencies may be offset through foreign sales and the import of goods to give rise to natural hedging effects, and in turn, mitigate exchange risks.
- B. When quoting, the Sales Department shall consider the effects of exchange rates on the selling price before making the quote to ensure the level of profits of the Company's products.
- C. Collect information related to exchange rate changes daily and require banks that we transact with to provide professional consultation services to fully grasp the exchange rate development trend. Carry out foreign currency position management based on the capital requirements of the Company; apart from making discretionary arrangements according to the recommendations of banks for material changes, the Company shall appropriately keep the initial currencies received from foreign sales to make daily payments.
- D. Monitor the trend of the U.S. dollar and adjust USD positions accordingly, while timely engaging in forward foreign exchange transactions for hedging purposes to mitigate the impact of exchange rate fluctuations on the Company's financial performance.

3. Effects of changes in inflation on the gain or loss of the Company and future countermeasures

There was no effect of changes in inflation on the gain or loss of the Company in recent years.

(II) Policies regarding high-risk investments, high-leverage investments, loans to others, endorsement/guarantees, and derivative transactions, main reasons for gains or losses, and countermeasures in the future

For loans to others, endorsement/guarantee, and derivative transactions, the Company has established the Procedures for Loans to Others, Procedures for Endorsement/Guarantee, Procedures for the Acquisition or Disposal of Assets," and other relevant regulations that were approved by the shareholders' meeting to regulate our operations. The Company has not engaged in any high-risk investment, high-leverage investment, or derivative transaction in 2024; therefore, there was no loss.

(III) Future R&D plan and R&D expenses expected to be invested

1. In the thermal module segment, the Company has developed a range of advanced solutions tailored to various applications. For high-performance computing (HPC) servers and data centers, these include the Enhanced Volume Air Cooling (EVAC) system, liquid cooling systems, integrated heat pipe/vapor chamber modules, and thermosyphon/loop heat pipe solutions. For smartphones and ultra-thin electronic devices, the Company offers ultra-thin vapor chambers and flat-end heat pipes. In the area of 5G communication base stations and networking equipment, developments include high-power vapor chamber plates, CNC/die-cast enclosures, floating/3D vapor chamber modules, baseplate heat sinks, optical module heat sinks, and liquid cooling systems. Looking ahead, the Company is also engaged in the development of thermal solutions for emerging sectors such as new energy vehicles and rail transportation, including thermoelectric cooler heat sinks, precision die-cast enclosures, electronic control box heat dissipation components, large-scale cold plates, IGBT inverter heat sink modules, LiDAR and in-vehicle computer cooling solutions.
2. In the area of other electronic components, the Company faces intense industry competition and must continuously develop increasingly complex products. Recent additions include PoE modules, BLE modules, 10G HUBs, and LAN to USB3 solutions. The Company has also

participated in certain software design and development projects.

3. In recent years, the Company has continued to invest in product development and R&D personnel. In 2023, R&D expenditures amounted to NT\$136,704 thousand, increasing to NT\$162,820 thousand in 2024. For 2025, R&D spending is projected to reach NT\$182,854 thousand, representing an approximate 12% increase compared to 2024.
- (IV) Effect of changes in material domestic and foreign policies and laws of significance on the finance and business of the Company and countermeasures:
1. In recent years, changes in domestic and foreign policies and laws of significance have had no material effect on the finance and business of the Company.
 2. Subsequently, if there is any change in material domestic and foreign policies and laws, the Company will consult professionals related to laws and accounting and plans for countermeasures based on their recommendations to minimize the effects on the finance and business of the Company.
- (V) Effect of technological changes and industrial changes on the Company's finance and business, and countermeasures:
- The Company keeps abreast of changes in the market and within its industry, as well as the changes and development trends of relevant technologies at all times and learns the development of industrial technologies that have material effects on the future development and finance and business of the Company through the close relationships with our customers, allowing the R&D personnel of the Company to develop products that align with the market demand. In 2024 and up to the publication date of the annual report, there was no material change in technology or industry with the result that may have material effects on the finance and business of the Company.
- (VI) Effect of changes in the corporate image on corporate crisis management and countermeasures:
- The Company has long been committed to maintaining its corporate image and observing regulatory requirements. As of today, there is no circumstance that may affect our corporate image.
- (VII) Expected benefits and possible risks related to mergers and acquisitions and countermeasures: None.
- (VIII) Expected benefits and possible risks related to plant expansion and countermeasures: None.
- (IX) Risks related to concentrated sales or purchases and countermeasures:
- For purchases, the counterparties for procurements are primarily suppliers with long-term cooperation and favorable quality of supplies to ensure the stability of our product quality. At present, there is no concentrated purchase risk. For sales, with our comprehensive R&D capacity and quality and production technologies deeply recognized by customers, the counterparties for sales are primarily renowned large-scale companies at home and abroad with long-term stable cooperation. In addition, the changes in sales in the most recent two years have minor changes due to the adjustments to the Company's strategies and the changes in the organization and procurement strategies of customers. In the future, we will continue to develop new products and new customers to spread the potential risk of concentrated purchases/sales.
- (X) Effects and risks of mass transfer or change in the equity held by Directors, supervisors, or major shareholders with a shareholding over 10% of the Company and countermeasures: None.
- (XI) Effects and risks of changes in ownership of the Company and countermeasures: None.
- (XII) Litigious and non-litigious matters. List major litigious, non-litigious or administrative disputes that involve the Company and its Directors, supervisors, President, persons with actual responsibility for the Company, major shareholders holding a stake of greater than 10%, and subsidiaries that have been concluded by means of a final and unappealable judgment, or are still under litigation. Where such a dispute could materially affect shareholders' equity or the prices of the Company's securities, disclose the facts of the dispute, the amount of money at stake in the dispute, the date of litigation commencement, the main parties involved in the

dispute, and the status of the dispute as of the publication date of the annual report:

On October 23, 2017, the second tier subsidiary Suzhou TaiSol entered into a lease contract with the plaintiff lessor, with the lease period from April 1, 2018, to March 31, 2023. Upon the expiration of the lease, the plaintiff lessor claimed that the leased factory returned by Suzhou TaiSol was not in a condition suitable for normal use. On July 24, 2023, the plaintiff lessor requested compensation for repair costs, overdue rent, and liquidated damages totaling CNY 4 million and applied to the court for property preservation. The court ruled to freeze Suzhou TaiSol's bank deposits, with balances of CNY 1,233 thousand as of December 31, 2023 (recorded as other non current assets – others). The case was adjudicated by the Wujiang District People's Court of Suzhou City on March 11, 2024, requiring Suzhou TaiSol to pay the plaintiff lessor a total of CNY 1,112 thousand for occupancy fees, repair costs, litigation fees, and preservation fees. Both parties agreed not to appeal. Suzhou TaiSol paid the relevant fees to the plaintiff lessor in accordance with the final judgment on April 1, 2024, and applied to the court to unfreeze Suzhou TaiSol's bank deposits, which were unfrozen on April 8, 2024.

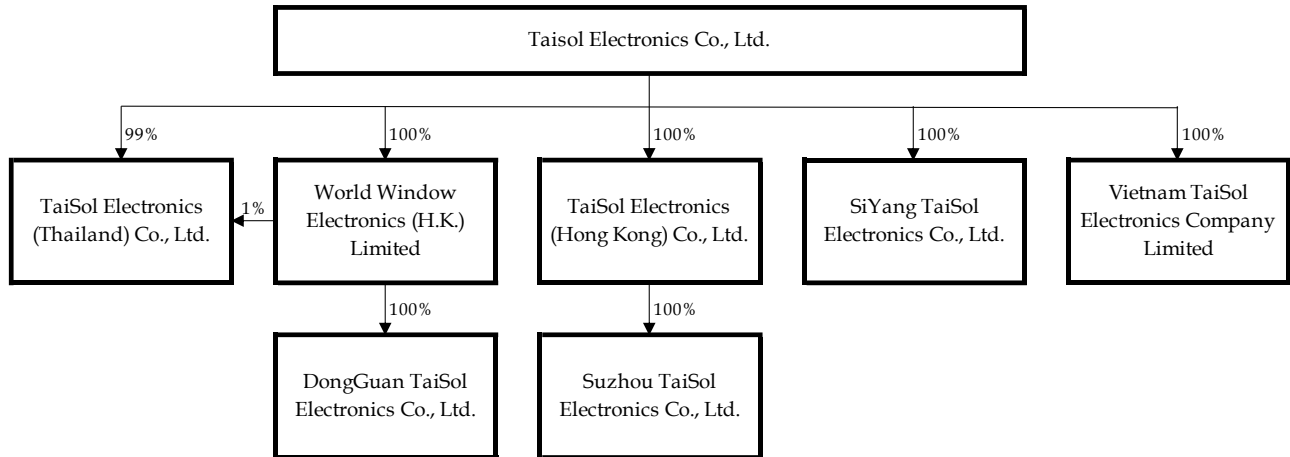
(XIII) Other important risks and countermeasures: None.

VII. Other important matters: None.

Six. Special Disclosure

I. Information on affiliates:

(I) Organizational structure of affiliates



(II) Basic information on affiliates

31 December 2024; (Unit: NT\$000')

Name	Date of establishment	Address	Paid-in capital	Main business or item produced	Remarks
TaiSol Electronics (Hong Kong) Co., Ltd.	1996.05.02	Room 504, 5/F, Premier Centre, No. 20, Cheung Shun Street, Cheung Sha Wan, Kowloon, Hong Kong	USD\$ 4,000 (NTD\$ 131,140)	Investments in the Mainland	
World Window Electronics (H.K.) Limited	1997.12.08	Room 504, 5/F, Premier Centre, No. 20, Cheung Shun Street, Cheung Sha Wan, Kowloon, Hong Kong	HKD\$ 64,210 (NTD\$ 271,095)	Trading of thermal modules and electronic computer components and investment in Mainland China	
Suzhou TaiSol Electronics Co., Ltd.	2002.06.10	Lili Town Industrial Zone, Wujiang City, Suzhou Province	USD\$ 6,053 (NTD\$ 198,444)	Manufacturing, processing, and trading of radiators, heat pipe modules, and electronic computer components, as well as trading of magnesium-aluminum alloy components	(Note 1)
DongGuan TaiSol Electronics Co., Ltd.	2004.06.07	Dalingshang Village, Dalingshang Town, Dongguan City, Guangdong Province	HKD\$ 61,500 (NTD\$ 259,653)	Production, processing, and sale of thermal modules, electronic computer components, and auto components	(Note 2)
SiYang TaiSol Electronics Co., Ltd.	2018.12.13	No.88, Huaihai East Road, East District, Siyang Development Zone, Siyang County, Suqian City, Jiangsu Province	USD\$ 21,000 (NTD\$ 688,485)	Manufacturing, processing, and trading of electronic computer components, as well as trading of magnesium-aluminum alloy components	
Vietnam TaiSol Electronics Company Limited.	2021.11.15	23rd Floor, CEO Building, HH2-1, Me Tri Ha New Urban Area, Pham Hung Street, Me Tri Ward, Nam Tu Liem District, Hanoi City.	VND\$ 6,936,000 (NTD\$ 8,774)	Trading	
TaiSol Electronics (Thailand) Co., Ltd.	2024.11.11	96/94, Moo 15, Rachathewa Sub-district, Bang Phli District, Samut Prakarn Province.	THB\$ 200,000 (NTD\$ 192,460)	Manufacturing and Trading Business	(Note 3)

Note 1: The Company invests in the second-tier subsidiary via TaiSol Electronics (Hong Kong) Co., Ltd.

Note 2: The Company invests in the second-tier subsidiary via World Window Electronics (H.K.) Limited.

Note 3: The Company holds a 1% equity interest through World Window Electronics (H.K.) Limited, combined with the Company's 99% equity interest, resulting in a total ownership of 100%.

- (III) Information on the same shareholder of associates presumed to have a relationship of control or subordination: None.
- (IV) Industries covered by overall affiliates: The Company's affiliates cover industries including processing, manufacturing, and trading of thermal modules, electronic and computer parts and components, wires and cables, auto and motorcycle parts.
- (V) Information on directors, supervisors, and Presidents of affiliates:

Unit: shares

Name	Title	Name or representative	Shares held	
			Number of shares	Shareholding
TaiSol Electronics (Hong Kong) Co., Ltd.	Director	Peng, Peng-Huang	-	-
World Window Electronics (H.K.) Limited	Director/corporate representative Director	Peng, Peng-Huang Duan, Xin-Chun	- -	- -
Suzhou TaiSol Electronics Co., Ltd. (Note 1)	Chairman	Wu, Tsai-Yi	-	-
	Director	Liu, Ko-Ping	-	-
	Director Supervisor	Liu, Ming-Tien Wu, Mei-Ling	- -	- -
DongGuan TaiSol Electronics Co., Ltd. (Note 2)	Chairman	Liu, Ming-Tien	-	-
	Director	Liu, Ko-Ping	-	-
	Director	Chen, Jen-Hung	-	-
SiYang TaiSol Electronics Co., Ltd.	Chairman	Wu, Tsai-Yi	-	-
	Director	Liu, Ko-Ping	-	-
	Director	Chien, Mei-Ling	-	-
	Supervisor	Wu, Mei-Ling	-	-
Vietnam TaiSol Electronics Company Limited	Chairman	Lin, Jin-Xiang	-	-
TaiSol Electronics (Thailand) Co., Ltd. (Note 3)	Director	Liu, Ko-Ping	1	0.00

Note 1: The Company invests in the second-tier subsidiary via TaiSol Electronics (Hong Kong) Co., Ltd.

Note 2: The Company invests in the second-tier subsidiary via World Window Electronics (H.K.) Limited.

Note 3: The Company holds a 1% equity interest through World Window Electronics (H.K.) Limited, combined with the Company's 99% equity interest, resulting in a total ownership of 100%.

(VI) Business overview of affiliates

31 December 2024 (Unit: NT\$000')

Name	Capital	Total assets	Total liabilities	Net value	Operating revenue	Operating gains	Profit or loss for the period (after tax)	Diluted earnings per share (after tax) (NT\$)
TaiSol Electronics (Hong Kong) Co., Ltd.	131,140	(26,580)	2,430	(24,150)	-	(224)	9,419	0.30
World Window Electronics (H.K.) Limited	271,095	917,247	80	917,167	-	(267)	111,238	1.73
Suzhou TaiSol Electronics Co., Ltd. (Note 1)	198,444	92,936	117,145	(24,209)	250,844	3,999	9,713	-
DongGuan TaiSol Electronics Co., Ltd. (Note 2)	259,653	1,653,790	749,571	904,219	2,025,226	83,629	111,087	-
SiYang TaiSol Electronics Co., Ltd.	668,485	529,797	110,019	419,778	424,521	(13,461)	(6,343)	-
Vietnam TaiSol Electronics Company Limited	8,774	7,045	-	7,045	-	(455)	(318)	-
TaiSol Electronics (Thailand) Co., Ltd. (Note 3)	192,460	211,756	19,939	191,817	-	(580)	(637)	(0.32)

Note 1: The Company invests in the second-tier subsidiary via TaiSol Electronics (Hong Kong) Co., Ltd.

Note 2: The Company invests in the second-tier subsidiary via World Window Electronics (H.K.) Limited.

Note 3: The Company holds a 1% equity interest through World Window Electronics (H.K.) Limited, combined with the Company's 99% equity interest, resulting in a total ownership of 100%.

II. For the status of private placements of securities in the most recent year and as of the publication date of the annual report, the date and amount approved by the shareholders' meeting, basis and rationale for the pricing, selecting methods for special persons, and the necessary reason for private placement shall be disclosed: None.

III. Other matters that require additional explanation: None.

Seven. Any of the circumstances listed in subparagraph 2, paragraph 3, Article 36 of the Securities and Exchange Act, which may materially affect shareholders' interest or the price of the Company's securities, that have occurred in the most recent year and up to the publication date of the annual report: None.

TaiSol Electronics Co., Ltd.

Chairman: Peng, Peng-Huang