



**Syncmold Enterprise Corp.**

## **2024Annual 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.*

Annual Report Website

**Market Observation Post System : <http://mops.twse.com.tw>**

Company Website : <http://www.syncmold.com.tw>

Printing Date : May 9, 2025

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| Item          | Address                                                      | Telephone       |
|---------------|--------------------------------------------------------------|-----------------|
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**IV. Contact Information of the Certified Public Accountants for the Latest Financial**

**Report :**

CPAFirm:Deloitte&Touche

Auditors : Yao-Lin Huang and Shih-Chieh Chou.

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Website : <http://www.deloitte.com.tw>

**V. Overseas Trade Places for Listed Negotiable Securities : n/a.**

**VI. Company Website : [www.syncmold.com.tw](http://www.syncmold.com.tw)**

# Syncmold Enterprise Corp

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## **I. Letter to Shareholders**

Dear Shareholders and Ladies and Gentlemen,

Thank you for attending the Company's 2024 General Shareholders' Meeting.

As the global economy gradually stabilized in 2024, central banks of various countries have begun to implement interest rate cuts, which has driven an increase in market liquidity, mitigated the global inflationary pressure, and strengthened the consumer confidence. These factors are favorable to the growth of the demand in the monitor market and have mitigated the recession in the past two years.

The global TV market has benefited from the large international sports events such as the Paris Olympics and the European World Cup, which has successfully changed the decreasing trend in shipment for five consecutive years into a positive trend, which has further driven the development of the display industry. In addition, the e-sports monitor market also shows strong growth and particularly, the market in China. With the rapid development of the e-sports industry and the promotion of related sports, the demand for high-end displays continues to rise, and the overall shipment volume shows a steady growth.

In response to the recovery trend in the market, the Company actively responds to market changes, optimizes product portfolios, develops new models, expands the construction of automated production equipment, and strengthens cost control, in order to improve operational efficiency and market competitiveness. The deployment strategy of high value-added products has gradually achieved positive results, and has further promoted business growth, such that the revenue and profit in 2024 has increased significantly in comparison to 2023.

Looking ahead to 2025, some of the PCs purchased during the pandemic may be replaced in 2025, and the support for Windows 10 will cease in the fourth quarter of 2025. The rise of AI PCs will also drive the demand for high-end monitors, such that there are opportunities to drive the slight growth of monitor shipments in the high base period of 2024. The Company will continue to monitor market trends, closely link customer needs, strengthen R&D and innovation and implement market deployment, in order to ensure that business development maintains a steady growth, thereby further enhancing market influence and revenue growth momentum.

### **2024 Operating Results:**

#### **1.1.1. Accomplishments in Implementation of Operation Plan**

The Company rendered a consolidated operating income of 2024 worth NTD 9,404,071 thousand, a growth of 7.24% from the consolidated operating income in 2023, which was NTD 8,769,537 thousand. The sales gross profit of 2024 was 29.12%, an increase of 7.02% from 22.10% in 2023. The Company's 2024 earnings per share was NTD 7.13.

#### **1.1.2. Implementation on Budget Plan :**

Unit : NT\$ in thousands

| Item                               | 2024 actual | 2024 forecast | Achieving rate (%) |
|------------------------------------|-------------|---------------|--------------------|
| Operating income                   | 9,404,071   | 9,526,685     | 98.71              |
| Operating costs                    | 6,666,063   | 7,334,822     | 90.88              |
| Net operating margin               | 2,738,008   | 2,191,863     | 124.92             |
| Operating expenses                 | 1,364,419   | 1,170,161     | 116.60             |
| Non-operating incomes and expenses | 278,911     | 54,571        | 511.10             |
| Profit before income tax           | 1,652,500   | 1,076,273     | 153.54             |

### 1.1.3 .Financial and Profitability Analysis :

#### (1) Financial Analysis

| Item              | 2023   | 2024    | Amount change | Percentage change |
|-------------------|--------|---------|---------------|-------------------|
| Interest incomes  | 91,523 | 118,096 | 26,573        | 29.03             |
| Interest expenses | 56,267 | 46,491  | ( 9,776 )     | (17.37)           |

#### (2) Profitability

| Item                                         | 2023  | 2024   |
|----------------------------------------------|-------|--------|
| Return on Assets (%)                         | 5.73  | 8.59   |
| Return on equity (%)                         | 9.87  | 13.94  |
| Operating Profit to Paid-in Capital (%)      | 55.43 | 95.21  |
| Net Income before Tax to Paid-in Capital (%) | 71.78 | 114.54 |
| Net Profit Margin (%)                        | 7.27  | 11.20  |
| Earnings per share (NT\$)                    | 5.12  | 7.13   |

### 1.1.4. Research & Development :

The focus of the Company's R&D in 2024 is on the core products such as the base of LCD, the base of e-sports monitor and the base of TV, and enhancement of the product design to strengthen the market competitiveness. In addition, the Company also actively expands the R&D field, focusing on the application of small and high-precision information and communication products, and develops high value-added products through precision processing and technology optimization.

### 1.2 Outline of the 2025 business plan

#### 1.2.1. Business policy:

- (1) Optimize product portfolios and deploy new product applications.
- (2) Continue innovation and R&D.
- (3) Expand automated production equipment to reduce the impact of labor shortage.
- (4) Strengthen the risk management mechanism and coping strategies.
- (5) Adjust the production allocation and efficiency of the factory to effectively control costs.

#### 1.2.2. Expected sales quantity :

The Company didn't prepare 2025 financial forecasts for the public, so there was no expected sale volume and its reference.

#### 1.2.3.Important production and marketing policy :

The Company will adjust its global capacity structure, save costs, improve efficiency, and continue to develop new technologies to access new high-speed growth market to pursue the best operating performance.

1.2.4. Future corporate development strategy :

Looking forward to the future, the Company will maintain the original display base market and also continue to focus on R&D of small-sized and high-precision mechanical components and parts, hoping to develop products with mass production and commercial value to promote the operating revenue growth. In the meantime, the Company will accelerate the improvement of production efficiency and cost control at various locations to create sustainable and stable profitability.

1.2.5. Influences on outside competition, regulatory and macro economy :

In 2024, the manufacturing sector's strategic focus continued its shift toward Southeast Asia, where competitive intensity remains as strong as—or stronger than—in the past. On the regulatory front, the European Union's Carbon Border Adjustment Mechanism (CBAM) will formally impose a carbon tariff in 2026, compelling enterprises to accelerate their greenhouse-gas inventories and to establish and refine comprehensive carbon-management frameworks. From a macro-economic perspective, the personal-computer market has recovered only gradually, global inflationary pressures persist, and ongoing geopolitical risks—most notably the Russia-Ukraine conflict and tariff disputes—have introduced additional uncertainty and challenge to corporate operations.

In response to these external developments, the Company has proactively expanded its operational footprint in Southeast Asia, aligning with system-integrator site-establishment and delivery requirements to enhance supply-chain resilience and bolster near-market service capabilities, thereby ensuring operational stability and sustaining competitive advantage. Concurrently, the Company has taken the initiative to implement a robust carbon-management system in advance of international environmental regulations and certification standards, thereby mitigating regulatory risk. Furthermore, the Company continues to deploy intelligent, automated production equipment and to optimize both production-line configurations and workforce structures, effectively controlling manufacturing costs and enhancing operational efficiency, thereby ensuring the Company's capacity to maintain long-term competitiveness in a rapidly evolving global marketplace.

Chairman  
CEO

## II. Corporate Governance Report

### 3.1 Information about directors, supervisors, president, vice president, assistant managers, and supervisors of the branches and offices

#### 3.1.1 Directors and Supervisors

##### 3.1.1.1 Information on Directors and Supervisors

April 23, 2024

| Title    | Nationality<br>or Place of<br>Registration | Name                   | Gender<br>/<br>Age | First<br>Elected<br>Date | Elected<br>Date | Term      | Shares held<br>when<br>elected |       | Current<br>shareholding |       | Shares<br>currently<br>held<br>by their<br>spouses and<br>minor<br>children |       | Shares Held<br>in the name<br>of others |       | Main<br>working<br>(education)<br>experience | Concurrent<br>positions in the<br>Company and<br>other companies                                                                                                                                                                                                                                                                                                                                                                                                | Other heads, directors,<br>or<br>supervisors as spouse or<br>kin<br>within the second<br>degree |                          |          |
|----------|--------------------------------------------|------------------------|--------------------|--------------------------|-----------------|-----------|--------------------------------|-------|-------------------------|-------|-----------------------------------------------------------------------------|-------|-----------------------------------------|-------|----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|--------------------------|----------|
|          |                                            |                        |                    |                          |                 |           | Shares                         | %     | Shares                  | %     | Shares                                                                      | %     | Shares                                  | %     |                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Title                                                                                           | Name                     | Relation |
| Chairman | Republic of<br>China                       | Chiu-<br>Lang,<br>Chen | Male<br>61-70      | 1979.07.07               | 2023.06.16      | 3<br>year | 8,708,211                      | 7.04% | 8,708,211               | 6.04% | 93,022                                                                      | 0.06% | 2,300,000                               | 1.59% | Yang-Tze<br>High School                      | Chairman and president<br>of Syncmold<br>Chairman of:<br>-Enterprise(SAMOA)<br>Corp<br>-Forever Business<br>Development Ltd.<br>-Grand Advance Inc.<br>-Fullking Development<br>Ltd.<br>-Canford International<br>Ltd.<br>-Full Glary Holding<br>Ltd.<br>-Full Celebration Ltd.<br>-Syncmold Enterprise<br>(USA) Corp.,<br>GatetechTechnology<br>Inc., GATECH<br>HOLDING LTD.,<br>GATECH<br>INTERNATIONAL<br>LTD.<br>Director of Leohab<br>Enterprise Co., LTD. | Director                                                                                        | Chien-<br>Yuan,<br>Chen. | Son      |
| Director | Republic of<br>China                       | Fortune                | NA                 | 2020.06.18               | 2023.06.16      | 3         | 5,200,139                      | 4.20% | 5,200,139               | 3.60% | —                                                                           | —     | —                                       | —     | —                                            | —                                                                                                                                                                                                                                                                                                                                                                                                                                                               | —                                                                                               | —                        | —        |



| Title                   | Nationality<br>or Place of<br>Registration | Name                     | Gender<br>/<br>Age | First<br>Elected<br>Date | Elected<br>Date | Term      | Shares held<br>when<br>elected |       | Current<br>shareholding |       | Shares<br>currently<br>held<br>by their<br>spouses and<br>minor<br>children |   | Shares Held<br>in the name<br>of others |   | Main<br>working<br>(education)<br>experience                                                                                      | Concurrent<br>positions in the<br>Company and<br>other companies                                                                | Other heads, directors,<br>or<br>supervisors as spouse or<br>kin<br>within the second<br>degree |                        |          |
|-------------------------|--------------------------------------------|--------------------------|--------------------|--------------------------|-----------------|-----------|--------------------------------|-------|-------------------------|-------|-----------------------------------------------------------------------------|---|-----------------------------------------|---|-----------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|------------------------|----------|
|                         |                                            |                          |                    |                          |                 |           | Shares                         | %     | Shares                  | %     | Shares                                                                      | % | Shares                                  | % |                                                                                                                                   |                                                                                                                                 | Title                                                                                           | Name                   | Relation |
|                         |                                            | Investment<br>Co., Ltd.  |                    |                          |                 | year      |                                |       |                         |       |                                                                             |   |                                         |   |                                                                                                                                   |                                                                                                                                 |                                                                                                 |                        |          |
|                         | Republic of<br>China                       | Chien-<br>Yuan,<br>Chen. | Male<br>41-50      | 2020.06.18               | 2023.06.16      | 3<br>year | 2,551,717                      | 2.06% | 2,529,717               | 1.75% | —                                                                           | — | —                                       | — | Bachelor of<br>Commerce,<br>CQU, A.U.S<br>Master of<br>Human<br>Resource<br>Management,<br>GU, A.U.S                              | Chairman of Fortune<br>Investment Co., Ltd.                                                                                     | Chairman                                                                                        | Chiu-<br>Lang,<br>Chen | Father   |
| Director                | Republic of<br>China                       | Shu-Yen,<br>Chuang       | Female<br>61-70    | 2017.06.13               | 2023.06.16      | 3<br>year | 1,918,684                      | 1.55% | 1,918,684               | 1.33% | —                                                                           | — | —                                       | — | Kuo-Kou<br>High School                                                                                                            | Chairman of Tai<br>Hsin Investment Co.,<br>Ltd., and Chia Hsuan<br>Investment L Co.,<br>Ltd.                                    | —                                                                                               | —                      | —        |
| Independent<br>Director | Republic of<br>China                       | Yung-Lu,<br>Tsai         | Male<br>61-70      | 2005.05.24               | 2023.06.16      | 3<br>year | —                              | —     | —                       | —     | —                                                                           | — | —                                       | — | MBA.,<br>University of<br>Missouri, U.S.<br>B.B.A.,<br>Transportation<br>and Logistics<br>Management,<br>Chiao Tung<br>University | Apex Biotechnology<br>Co.                                                                                                       | —                                                                                               | —                      | —        |
| Independent<br>Director | Republic of<br>China                       | Shih-<br>Kuang,<br>Tsai  | Male<br>51-60      | 2020.06.18               | 2023.06.16      | 3<br>year | —                              | —     | —                       | —     | —                                                                           | — | —                                       | — | Accounting<br>Institute ,<br>National<br>Taiwan<br>University                                                                     | CPA of T.K. Tsai &<br>Co., CPAs 、<br>Independent director<br>of Yung Shin Global<br>Holding Co., Ltd. 、<br>Independent director | —                                                                                               | —                      | —        |

| Title                   | Nationality<br>or Place of<br>Registration | Name              | Gender<br>/<br>Age | First<br>Elected<br>Date | Elected<br>Date | Term      | Shares held<br>when<br>elected |   | Current<br>shareholding |   | Shares<br>currently<br>held<br>by their<br>spouses and<br>minor<br>children |   | Shares Held<br>in the name<br>of others |   | Main<br>working<br>(education)<br>experience                                                                                   | Concurrent<br>positions in the<br>Company and<br>other companies                                                                                                                                                   | Other heads, directors,<br>or<br>supervisors as spouse or<br>kin<br>within the second<br>degree |      |          |
|-------------------------|--------------------------------------------|-------------------|--------------------|--------------------------|-----------------|-----------|--------------------------------|---|-------------------------|---|-----------------------------------------------------------------------------|---|-----------------------------------------|---|--------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|------|----------|
|                         |                                            |                   |                    |                          |                 |           | Shares                         | % | Shares                  | % | Shares                                                                      | % | Shares                                  | % |                                                                                                                                |                                                                                                                                                                                                                    | Title                                                                                           | Name | Relation |
|                         |                                            |                   |                    |                          |                 |           |                                |   |                         |   |                                                                             |   |                                         |   |                                                                                                                                | of Yung<br>Shin Pharmaceutical<br>Industrial Co., Ltd. 、<br>Supervisor of Zhi-<br>Hang Technology<br>Co., Ltd. 、<br>Independent director<br>of AIC Inc. 、<br>Independent director<br>of OPTO TECH CO.              |                                                                                                 |      |          |
| Independent<br>Director | Republic of<br>China                       | Da-Ho,<br>Yen     | Male<br>71-80      | 2020.06.18               | 2023.06.16      | 3<br>year | —                              | — | —                       | — | —                                                                           | — | —                                       | — | Law, National<br>Taiwan<br>University<br><br>Master of<br>Laws, SMU,<br>U.S.                                                   | Independent director<br>of Taipei Star<br>Bank 、 Independent<br>director of AAEON<br>Technology Inc. 、<br>Representative<br>director of Tatung<br>Inc. 、 Independent<br>director of Taiwan<br>FamilyMart Co., Ltd. | —                                                                                               | —    | —        |
| Independent<br>Director | Republic of<br>China                       | Hui-Chin,<br>Chiu | Male<br>61-70      | 2020.06.18               | 2023.06.16      | 3<br>year | —                              | — | —                       | — | —                                                                           | — | —                                       | — | Master of<br>Industrial<br>Engineering<br>and<br>Management,<br>National<br>Taipei<br>University of<br>Technology<br><br>EMBA, | Independent<br>Director, AURAS<br>Technology Co., Ltd.<br>Executive<br>Director/CSO,<br>Ju Teng<br>International<br>Holdings Ltd.<br>Independent Director<br>of Allmind Holdings<br>Corporation                    | —                                                                                               | —    | —        |

| Title | Nationality<br>or Place of<br>Registration | Name | Gender<br>/<br>Age | First<br>Elected<br>Date | Elected<br>Date | Term | Shares held<br>when<br>elected |   | Current<br>shareholding |   | Shares<br>currently<br>held<br>by their<br>spouses and<br>minor<br>children |   | Shares Held<br>in the name<br>of others |   | Main<br>working<br>(education)<br>experience | Concurrent<br>positions in the<br>Company and<br>other companies | Other heads, directors,<br>or<br>supervisors as spouse or<br>kin<br>within the second<br>degree |      |          |
|-------|--------------------------------------------|------|--------------------|--------------------------|-----------------|------|--------------------------------|---|-------------------------|---|-----------------------------------------------------------------------------|---|-----------------------------------------|---|----------------------------------------------|------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|------|----------|
|       |                                            |      |                    |                          |                 |      | Shares                         | % | Shares                  | % | Shares                                                                      | % | Shares                                  | % |                                              |                                                                  | Title                                                                                           | Name | Relation |
|       |                                            |      |                    |                          |                 |      |                                |   |                         |   |                                                                             |   |                                         |   | National<br>Taiwan<br>University             |                                                                  |                                                                                                 |      |          |

(1-1)Major shareholders of institutional shareholders

March 31, 2025

| Name of institutional shareholder | Major shareholders of institutional shareholders     |
|-----------------------------------|------------------------------------------------------|
| Fu Yan Investment Corporation     | Chen, Chien-Yuan (49.9%)<br>Chen, Chien-Hung (49.9%) |

### 3.1.2 Disclosure of Professionalism of Directors and Supervisors and Independence of Independent Directors

| Criteria<br>Name                      | Professionalism and experience                                                                                                                                                                                                                                                                                  | Fulfillment of independence                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Number of companies where the person serves as an independent director |
|---------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|
| Chairman<br>Chen, Chiu-Lang           | With at least five years of work experience required to cope with business affairs and the Company's operations and with nearly 30 years of commitment to related fields in the parts and components sector, professional leadership, decision-making capability, and abundant industrial knowledge.            | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | —                                                                      |
| Directors<br>Chen, Chien-Yuan         | With at least 5 years of work experience required to cope with corporate finance and business affairs and with international market views and the ability to decide and determine operational competition.                                                                                                      | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | —                                                                      |
| Directors<br>Chuang, Shu-Yen          | With at least 5 years of work experience to cope with the Company's operations, current Chairman of Tai Hsin Investment Co., Ltd., Chairman of Picowin Investments Limited, and Director of Gatetech Technology Inc., and has abundant industrial knowledge and professional operational and management skills. | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | —                                                                      |
| Independent Director<br>Tsai, Yung-Lu | With at least 5 years of work experience required to cope with the Company's operations and international market views, operational, management, and crisis management capabilities, and no conditions under Article 30 of the Company Act.                                                                     | <p>1. The person, the spouse, or a relative within the second degree of kinship, is not the director, supervisor, or employee of the Company or any of its affiliates.</p> <p>2. The person, the spouse, or a relative within the second degree of kinship is holding shares of the Company in person or someone else's name.</p> <p>3. Not a director, a supervisor, or an employee of a company in a specific relationship with the Company,</p> <p>4. No rewards were received for commercial, legal, financial, and accounting service provided to the Company or any of its affiliates within the most recent 2 years.</p> | 1                                                                      |

| Criteria<br>Name                                | Professionalism and experience                                                                                                                                                                                                                                                                                                                        | Fulfillment of independence                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Number of<br>companies where<br>the person serves as<br>an independent<br>director |
|-------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| Independent<br>Director<br>Tsai, Shih-<br>Kuang | With at least 5 years of work experience required to cope with the Company's operations and the specialized profession as shown on the CPA Certificate, the current President of T.K.TSAI & CO., CPAS, with professional financial tax knowledge and abundant experience in corporate governance, and conditions under Article 30 of the Company Act. | <p>1. The person, the spouse, or a relative within the second degree of kinship, is not the director, supervisor, or employee of the Company or any of its affiliates.</p> <p>2. The person, the spouse, or a relative within the second degree of kinship is holding shares of the Company in person or someone else's name.</p> <p>3. Not a director, a supervisor, or an employee of a company in a specific relationship with the Company,</p> <p>4. No rewards were received for commercial, legal, financial, and accounting service provided to the Company or any of its affiliates within the most recent 2 years.</p> | 3                                                                                  |
| Independent<br>Director<br>Yen, Ta-Ho           | With at least 5 years of work experience required to cope with the Company's operations and the specialized profession as shown on the Prosecutor Certificate, former Prosecutor General, has professional legal knowledge and decision-making capability, and no conditions under Article 30 of the Company Act.                                     | <p>1. The person, the spouse, or a relative within the second degree of kinship, is not the director, supervisor, or employee of the Company or any of its affiliates.</p> <p>2. The person, the spouse, or a relative within the second degree of kinship is holding shares of the Company in person or someone else's name.</p> <p>3. Not a director, a supervisor, or an employee of a company in a specific relationship with the Company,</p> <p>4. No rewards were received for commercial, legal, financial, and accounting service provided to the Company or any of its affiliates within the most recent 2 years.</p> | 3                                                                                  |

| Criteria<br>Name                              | Professionalism and experience                                                                                                                                                                                                                                                            | Fulfillment of independence                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Number of<br>companies where<br>the person serves as<br>an independent<br>director |
|-----------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| Independent<br>Director<br>Chiu, Hui-<br>Chin | With at least 5 years of work experience required to cope with the Company's operations and prior Chief Executive Officer of Lite-On Technology, risk management, diversified industrial knowledge and decision-making capability, and no conditions under Article 30 of the Company Act. | 1. The person, the spouse, or a relative within the second degree of kinship, is not the director, supervisor, or employee of the Company or any of its affiliates.<br>2. The person, the spouse, or a relative within the second degree of kinship is holding shares of the Company in person or someone else's name.<br>3. Not a director, a supervisor, or an employee of a company in a specific relationship with the Company,<br>4. No rewards were received for commercial, legal, financial, and accounting service provided to the Company or any of its affiliates within the most recent 2 years. | 3                                                                                  |

## Diversification and Independence of Board of Directors

### a. Diversification of Board of Directors

According to Article 20 of the Company's "Corporate Governance Best Practice Principles", the diversification policy on the composition of the Board of Directors shall include, without limitation, professional knowledge and skill, industrial experience, gender, age, nationality, and culture, etc. Members of the Board of Directors shall possess the knowledge, skills, and attainments needed to perform their duties. The capabilities expected of the Board of Directors as a whole for the sake of achieving the ideal goals of corporate governance are as follows:

- |                                                   |                                 |                               |                               |                           |
|---------------------------------------------------|---------------------------------|-------------------------------|-------------------------------|---------------------------|
| 1. Operational judgment                           | 3. Operational management       | 5. Industrial knowledge       | 7. Leadership                 | 9. Risk management.       |
| 2. Accounting and financial analysis capabilities | 4. Crisis management capability | 6. International market views | 8. Decision-making capability | 10. Corporate governance. |

Substantial goals of the Board of Directors diversification policy and their fulfillment:

In order to reinforce corporate governance and boost the diversified complementary skills of the directors, while selecting directors, the Company considers not only their own professional background but also diversification. The Company's Board of Directors consists of 7

directors. At present, fulfillment of the diversification policy includes the inclusion of 4 independent directors, accounting for 57% and 14% of female directors in terms of gender representation. The age range of the Board of Directors is between 40 to 70 years old. In terms of the Board's gender composition, the Company's directors comprise 86% male and 14% female members. The proportion of female directors remains below one-third, primarily due to the inherent characteristics and traditional structure of our technology- and manufacturing-focused industry, in which historical female participation has been relatively low.

To effectively enhance gender diversity within the Board of Directors and gradually achieve the target of having at least one-third female directors, the Company has formulated and implemented the following specific plans and measures:

1. Incorporating gender balance into the Nomination Committee's key considerations by actively identifying qualified female candidates with professional backgrounds aligned with the Company's strategic development needs during the director selection process.
2. Collaborating with academia, industry associations, and women leadership networks to build a diverse talent pool of potential female board candidates in areas such as finance, technology, sustainability, and risk management, thereby expanding the pipeline of eligible female directors.
3. Promoting high-potential female middle and senior managers to participate in cross-functional projects and executive training programs, with the aim of cultivating an internal succession pool of female business leaders for future board positions.

The Company will continue to advance gender diversity in corporate governance and is committed to progressively increasing the proportion of female directors in future board elections, thereby enhancing the diversity of perspectives and overall governance effectiveness of the Board.

Diversification and professional skills of the Board of Directors are as follows:

| Diversity item<br>Name of directors | Gender | Age (years old) | Time served as an independent director | served as an employee of the Company | Law | Finance/Accounting | Operation Management | crisis management | Industry knowledge | international market analysis | Leadership | decision making | Risk Management | Corporate governance |
|-------------------------------------|--------|-----------------|----------------------------------------|--------------------------------------|-----|--------------------|----------------------|-------------------|--------------------|-------------------------------|------------|-----------------|-----------------|----------------------|
| Chen, Chiu-Lang                     | Male   | 61-70           |                                        | V                                    |     | V                  | V                    | V                 | V                  | V                             | V          | V               | V               | V                    |
| Chuang, Shu-Yen                     | Female | 61-70           |                                        |                                      |     |                    | V                    | V                 | V                  |                               | V          | V               |                 |                      |
| Chen, Chien-Yuan                    | Male   | 41-50           |                                        |                                      |     | V                  | V                    | V                 | V                  | V                             | V          | V               |                 |                      |
| Tsai, Yung-Lu                       | Male   | 61-70           | Above 9 yaers                          |                                      |     |                    | V                    | V                 | V                  | V                             | V          | V               | V               | V                    |
| Tsai, Shih-Kuang                    | Male   | 51-60           | 0-3 years                              |                                      |     | V                  | V                    | V                 | V                  | V                             | V          | V               | V               | V                    |
| Yen, Ta-Ho                          | Male   | 71-80           | 0-3 years                              |                                      | V   |                    | V                    | V                 | V                  | V                             | V          | V               | V               | V                    |
| Hui-Chin, Chiu                      | Male   | 61-70           | 0-3 years                              |                                      |     |                    | V                    | V                 | V                  | V                             | V          | V               | V               | V                    |

b. Independence of Board of Directors

The Company's Board of Directors consists of 7 directors, including 4 independent directors, accounting for 57% and no more than two directors are each other's spouse or relative within the second degree of kinship. There are no circumstances specified in Article 26-3 Paragraphs 3 and 4 of the Securities and Exchange Act. All of the Company's independent directors fulfill the requirements for independent directors set by the Financial Supervisory Commission.



## 3.1.3 President、V.P.、A.V.P.、Management Team

March 31, 2025

| Title                                    | Nationality<br>or Place of<br>Registration | Name                   | Gender | Elected<br>Date | Current<br>shareholding |       | Shares<br>currently<br>held<br>by their<br>spouses and<br>minor<br>children |       | Shares Held<br>in the name<br>of others |       | Main working<br>(education)<br>experience                                                                                                                      | Concurrent positions<br>in the<br>Company and other<br>companies                                                                                                                                                                                                                                                                                                                                                                                                    | Spouse or relatives<br>within two degrees<br>who are managers |      |          | Management<br>obtains<br>employee<br>stock option<br>certificate |
|------------------------------------------|--------------------------------------------|------------------------|--------|-----------------|-------------------------|-------|-----------------------------------------------------------------------------|-------|-----------------------------------------|-------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|------|----------|------------------------------------------------------------------|
|                                          |                                            |                        |        |                 | Shares                  | %     | Shares                                                                      | %     | Shares                                  | %     |                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Title                                                         | Name | Relation |                                                                  |
| Chairman<br>and<br>President             | Republic of<br>China                       | Chiu-<br>Lang,<br>Chen | Male   | 2020.6.29       | 8,708,211               | 6.04% | 93,022                                                                      | 0.06% | 2,300,000                               | 1.59% | Yang-Tze High School                                                                                                                                           | Chairman and president of<br>Syncmold<br>Chairman of:<br>-Enterprise(SAMOA) Corp<br>-Full Big Limited<br>-Forever Business<br>Development Ltd.<br>-Grand Advance Inc.<br>-Fullking Development Ltd.<br>-Canford International Ltd.<br>-Full Glary Holding Ltd.<br>-Full Celebration Ltd.<br>-Syncmold Enterprise<br>(USA) Corp., Gatetech<br>Technology Inc., GATECH<br>HOLDING LTD.,<br>GATECH<br>INTERNATIONAL LTD.<br>Director of Leohab<br>Enterprise Co., LTD. | —                                                             | —    | —        | —                                                                |
| President<br>Component<br>Assembly<br>BG | Republic of<br>China                       | Tim,<br>Weng           | Male   | 2008.12.16      | 2,747,581               | 1.90% | —                                                                           | —     | —                                       | —     | Mechanical<br>Engineering, Lee-<br>Ming Institute of<br>Technology<br>Sales Manager,<br>Kernan Technology<br>Co., Ltd.<br>Sales Manager,<br>Cherng Jyieh Corp. | Director of<br>Gatetech Tehnology Inc.<br>Chairman of Leohab<br>Enterprise Co., LTD.                                                                                                                                                                                                                                                                                                                                                                                | —                                                             | —    | —        |                                                                  |
| V.P.                                     | Republic of<br>China                       | Connie,<br>Hsu         | Female | 2006.6.1        | 2,888                   | 0.00% | —                                                                           | —     | —                                       | —     | Accounting,<br>National Taiwan<br>University<br>E.M.B.A., National<br>Taiwan University<br>V.P., Fubon                                                         | —                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | —                                                             | —    | —        |                                                                  |

| Title | Nationality<br>or Place of<br>Registration | Name             | Gender | Elected<br>Date | Current<br>shareholding |       | Shares<br>currently<br>held<br>by their<br>spouses and<br>minor<br>children |   | Shares Held<br>in the name<br>of others |   | Main working<br>(education)<br>experience                                                                                                                                                                                | Concurrent positions<br>in the<br>Company and other<br>companies | Spouse or relatives<br>within two degrees<br>who are managers |      |          | Management<br>obtains<br>employee<br>stock option<br>certificate |
|-------|--------------------------------------------|------------------|--------|-----------------|-------------------------|-------|-----------------------------------------------------------------------------|---|-----------------------------------------|---|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|---------------------------------------------------------------|------|----------|------------------------------------------------------------------|
|       |                                            |                  |        |                 | Shares                  | %     | Shares                                                                      | % | Shares                                  | % |                                                                                                                                                                                                                          |                                                                  | Title                                                         | Name | Relation |                                                                  |
|       |                                            |                  |        |                 |                         |       |                                                                             |   |                                         |   | Securities Co.Ltd.<br>CPA                                                                                                                                                                                                |                                                                  |                                                               |      |          |                                                                  |
| V.P.  | Republic of<br>China                       | Gray,<br>Yan     | Male   | 2008.12.16      | 9,000                   | 0.01% | —                                                                           | — | —                                       | — | Master, Mechanical<br>Engineering,<br>National Cheng-<br>Kung University<br>(NCKU)<br>Researcher, BenQ<br>Corporation<br>Manager, SHL<br>Technology Co.,<br>Ltd.                                                         | —                                                                | —                                                             | —    | —        |                                                                  |
| V.P.  | Republic of<br>China                       | Alex,<br>Cheng   | Male   | 2015.7.1        | 15,926                  | 0.01% | —                                                                           | — | —                                       | — | Lunghwa University<br>of Science and<br>Technology (LHU)<br>Factory Chief, Heng<br>Rise Co., Ltd.                                                                                                                        | President, Fu Zhon<br>Fulfil Tech Co., Ltd.                      | —                                                             | —    | —        |                                                                  |
| V.P.  | Republic of<br>China                       | Daphne,<br>Chang | Female | 2013.4.22       | —                       | —     | —                                                                           | — | —                                       | — | M.B.A., National<br>Taiwan University<br>Manager, Winbond<br>Electronics Corp.<br>Research Assistant<br>Manager, China<br>Development<br>Financial Holding<br>Corp.<br>Supervisor, Cathay<br>Life Insurance Co.,<br>Ltd. | Core Bio<br>Technologies Co., Ltd.                               | —                                                             | —    | —        |                                                                  |

| Title  | Nationality<br>or Place of<br>Registration | Name              | Gender | Elected<br>Date | Current<br>shareholding |       | Shares<br>currently<br>held<br>by their<br>spouses and<br>minor<br>children |   | Shares Held<br>in the name<br>of others |   | Main working<br>(education)<br>experience                                                                                         | Concurrent positions<br>in the<br>Company and other<br>companies | Spouse or relatives<br>within two degrees<br>who are managers |      |          | Management<br>obtains<br>employee<br>stock option<br>certificate |
|--------|--------------------------------------------|-------------------|--------|-----------------|-------------------------|-------|-----------------------------------------------------------------------------|---|-----------------------------------------|---|-----------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|---------------------------------------------------------------|------|----------|------------------------------------------------------------------|
|        |                                            |                   |        |                 | Shares                  | %     | Shares                                                                      | % | Shares                                  | % |                                                                                                                                   |                                                                  | Title                                                         | Name | Relation |                                                                  |
| V.P.   | Republic of<br>China                       | Peter,<br>Huang   | Male   | 2020.11.1       | —                       | —     | —                                                                           | — | —                                       | — | Department of<br>Mechanical<br>Engineering, NTUT<br>Manager, LITE-ON<br>Technology Co.,<br>Ltd.<br>Director, Wistron<br>Co., Ltd. | —                                                                | —                                                             | —    | —        |                                                                  |
| A.V.P. | Republic of<br>China                       | Y.Y.,<br>Hsieh    | Male   | 2011.5.16       | —                       | —     | —                                                                           | — | —                                       | — | Mechanical<br>Engineering, Chung<br>Yuan Christian<br>University<br>Manager, Attotek<br>Technology Co.,<br>Ltd.                   | —                                                                | —                                                             | —    | —        |                                                                  |
| A.V.P. | Republic of<br>China                       | Phillip,<br>Cheng | Male   | 2015.7.1        | —                       | —     | —                                                                           | — | —                                       | — | Accounting,<br>TungHai University<br>Senior Manager,<br>Fubon Securities<br>Co.Ltd.                                               | —                                                                | —                                                             | —    | —        |                                                                  |
| A.V.P. | Republic of<br>China                       | Randy,<br>Lin     | Male   | 2015.2.24       | 1,500                   | 0.00% | —                                                                           | — | —                                       | — | LiRen Private High<br>School<br>Manager, United Fu<br>Shen<br>ChenTechnology<br>Corp.                                             | —                                                                | —                                                             | —    | —        |                                                                  |

| Title  | Nationality<br>or Place of<br>Registration | Name           | Gender | Elected<br>Date | Current<br>shareholding |       | Shares<br>currently<br>held<br>by their<br>spouses and<br>minor<br>children |       | Shares Held<br>in the name<br>of others |   | Main working<br>(education)<br>experience                                                                                                                    | Concurrent positions<br>in the<br>Company and other<br>companies | Spouse or relatives<br>within two degrees<br>who are managers |      |          | Management<br>obtains<br>employee<br>stock option<br>certificate |
|--------|--------------------------------------------|----------------|--------|-----------------|-------------------------|-------|-----------------------------------------------------------------------------|-------|-----------------------------------------|---|--------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|---------------------------------------------------------------|------|----------|------------------------------------------------------------------|
|        |                                            |                |        |                 | Shares                  | %     | Shares                                                                      | %     | Shares                                  | % |                                                                                                                                                              |                                                                  | Title                                                         | Name | Relation |                                                                  |
| A.V.P. | Republic of<br>China                       | Monty,<br>Chen | Male   | 2019.1.1        | —                       | —     | 2,250                                                                       | 0.00% | —                                       | — | Mechanical<br>Engineering, China<br>University of<br>Science and<br>Technology                                                                               | —                                                                | —                                                             | —    | —        | —                                                                |
| A.V.P. | Republic of<br>China                       | Toni,<br>Kao   | Male   | 2019.1.1        | —                       | —     | —                                                                           | —     | —                                       | — | Sports and Leisure,<br>National Dong Hwa<br>University (NDHU)<br>Sales manager,<br>Universal Weight<br>Electronic Co., Ltd.                                  | —                                                                | —                                                             | —    | —        | —                                                                |
| A.V.P. | Republic of<br>China                       | Scott,<br>Lu   | Male   | 2020.1.1        | —                       | —     | —                                                                           | —     | —                                       | — | Department of<br>Industrial<br>Management,<br>National Taiwan<br>University of<br>Science and<br>Technology<br>Manager of Good<br>Way Technology<br>Co. Ltd. | —                                                                | —                                                             | —    | —        | A.V.P.                                                           |
| A.V.P. | Republic of<br>China                       | Alvin,<br>Chen | Male   | 2021.1.1        | 2,000                   | 0.00% | —                                                                           | —     | —                                       | — | Geological<br>Sciences, PhD,<br>National Taiwan<br>University<br>Examiner,<br>Intellectual Property<br>Office                                                | —                                                                | —                                                             | —    | —        | A.V.P.                                                           |

|                                                                   |                   |                |        |            |       |       |        |       |   |   |                                                                                                                                                                                                                          |                                                                                                                    |   |   |   |
|-------------------------------------------------------------------|-------------------|----------------|--------|------------|-------|-------|--------|-------|---|---|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|---|---|---|
| A.V.P.                                                            | Republic of China | Dennis. Liu    | Male   | 2023.1.1   | —     | —     | 14,000 | 0.01% | — | — | Hwa Hsia University of Technology Mechanical Engineering<br>TCEC CORPORATION Engineering                                                                                                                                 | —                                                                                                                  | — | — | — |
| A.V.P.                                                            | Republic of China | Penny, Peng    | Female | 2024.7.1   | 4,250 | 0.00% | —      | —     | — | — | Business Manager, Syncmold Enterprise Corp.<br>Department of Applied Foreign Languages, Shih Chien University                                                                                                            | —                                                                                                                  | — | — | — |
| A.V.P.                                                            | Republic of China | Eric, Hsu      | Male   | 2025.1.1   | —     | —     | —      | —     | — | — | Department of Mechanical Engineering, Lungh-wa University of Science and Technology<br>Assistant Engineer, CMC Magnetics Corporation                                                                                     | —                                                                                                                  | — | — | — |
| Chief Audit Executive                                             | Republic of China | Carrie, Wang   | Female | 2017.12.29 | —     | —     | —      | —     | — | — | Accounting and Information, Chang Jung Christian University (CJCU)<br>Auditor, UHY L&C Company, CPAs<br>Internal Auditor, Yem Chio Co.Ltd.<br>CPA (Accountant of higher examination)<br>CIA (Certified Internal Auditor) | —                                                                                                                  | — | — | — |
| Corporate governance supervisor & Executive Assistant of Chairman | Republic of China | YI-CHUN, HUANG | Male   | 2019.5.9   | —     | —     | —      | —     | — | — | Accounting, Tamkang University<br>Financial Officer, Unity Opto Technology co., Ltd.<br>Financial Officer, Casing Macron Technology Co., Ltd.                                                                            | Legal representative ssupervisor of TIGA GAMING INC.<br>Legal representative director of High Grade Tech Co., Ltd. | — | — | — |

### 3.1.4 Remuneration paid to Directors and management team

#### 3.1.4.1 Remunerations of Directors for 2024

unit : NT\$ in thousands

| Title                | Name                | Remunerations of Directors (Note 1) |   |                   |   |                            |        |                |     | Ratio of Total Remuneration (A+B+C+D) to net income % |                 | Relevant Remuneration Received by Directors who are Also Employees (Note 1) |       |                   |   |                           |       |       |       | Ratio of Total Compensation (A+B+C+D+E+F+G) to net income % |                 | Compensation Paid to Directors from an Invested Company Other than the Company's subsidiary |  |
|----------------------|---------------------|-------------------------------------|---|-------------------|---|----------------------------|--------|----------------|-----|-------------------------------------------------------|-----------------|-----------------------------------------------------------------------------|-------|-------------------|---|---------------------------|-------|-------|-------|-------------------------------------------------------------|-----------------|---------------------------------------------------------------------------------------------|--|
|                      |                     | Basic Compensation (A)              |   | Severance Pay (B) |   | Directors Compensation (C) |        | Allowances (D) |     |                                                       |                 | Salary, bonuses and allowance (E)                                           |       | Severance Pay (F) |   | Employee Compensation (G) |       |       |       |                                                             |                 |                                                                                             |  |
|                      |                     | A                                   | B | A                 | B | A                          | B      | A              | B   | A                                                     | B               | A                                                                           | B     | A                 | B | A                         |       | B     |       | A                                                           | B               |                                                                                             |  |
|                      |                     |                                     |   |                   |   |                            |        |                |     |                                                       |                 |                                                                             |       |                   |   | Cash                      | Stock | Cash  | Stock |                                                             |                 |                                                                                             |  |
| Chairman             | Chiu-Lang, Chen     |                                     |   |                   |   |                            |        |                |     |                                                       |                 |                                                                             |       |                   |   |                           |       |       |       |                                                             |                 |                                                                                             |  |
| Director             | Fortune Investment. | -                                   | - | -                 | - | 8,800                      | 8,800  | 150            | 180 | 8,950<br>0.88%                                        | 8,980<br>0.88%  | 3,100                                                                       | 3,100 | -                 | - | 2,700                     | -     | 2,700 | -     | 14,750<br>1.44%                                             | 14,780<br>1.45% | N/A                                                                                         |  |
| Director             | Shu-Yen, Chuang     |                                     |   |                   |   |                            |        |                |     |                                                       |                 |                                                                             |       |                   |   |                           |       |       |       |                                                             |                 |                                                                                             |  |
| Independent Director | Yung-Lu, Tsai       |                                     |   |                   |   |                            |        |                |     |                                                       |                 |                                                                             |       |                   |   |                           |       |       |       |                                                             |                 |                                                                                             |  |
| Independent Director | Shih- Kuang, Tsai   |                                     |   |                   |   |                            |        |                |     |                                                       |                 |                                                                             |       |                   |   |                           |       |       |       |                                                             |                 |                                                                                             |  |
| Independent Director | Da-Ho, Yen          | -                                   | - | -                 | - | 13,200                     | 13,200 | 400            | 400 | 13,600<br>1.33%                                       | 13,600<br>1.33% | -                                                                           | -     | -                 | - | -                         | -     | -     | -     | 13,600<br>1.33%                                             | 13,600<br>1.33% | N/A                                                                                         |  |
| Independent Director | Hui-Chin, Chiu      |                                     |   |                   |   |                            |        |                |     |                                                       |                 |                                                                             |       |                   |   |                           |       |       |       |                                                             |                 |                                                                                             |  |

1.Described Independent Director remuneration policies, system, standard and structure, and its linkage of remuneration amount in accordance with responsibilities, risk, engaged time and other factors:

According to Articles of Corporation, distribution of employee remuneration and profit before remuneration of Director or Supervisor shall be deducted at Pre-Tax Income of the fiscal year, and the Company shall retain the amount of accumulated losses, if there is still a balance, shall allocate the remuneration of Director or Supervisor which is not higher than 2%. The Company established “Remuneration Management Measures for Director, Supervisor, Functional Committee Member and Managers”, the structure of Director remuneration includes remuneration, remuneration of earnings distribution and executive business fee, in addition to execution cost, remuneration amount shall refer to Director’s attendance condition of Board of Directors, engaged time in daily affairs and operation management of the Company, providing proposal direction times for operation management and contribution value, and compare with comprehensive consideration of domestic, overseas industrial standards and other factors, the Company shall provide the proposals approved by Remuneration Committee, and report to Board of Directors for approval and execution.

2. In addition to above table, director remuneration for their services in the most recent year: NT\$ 90,000.

### Range of Remuneration

| Range of Director Remuneration   | Names of Directors                                                                                                                     |                                                                                                                                        |                                                                                                                     |                                                                                                                     |
|----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|
|                                  | First four categories of remuneration (A+B+C+D)                                                                                        |                                                                                                                                        | First seven categories of remuneration (A+B+C+D+E+F+G)                                                              |                                                                                                                     |
|                                  | Syncmold                                                                                                                               | Consolidated subsidiaries (H)                                                                                                          | Syncmold                                                                                                            | Consolidated subsidiaries (I)                                                                                       |
| Under NT\$1,000,000              | 0                                                                                                                                      | 0                                                                                                                                      | 0                                                                                                                   | 0                                                                                                                   |
| NT\$1,000,001 – NT\$2,000,000    | 0                                                                                                                                      | 0                                                                                                                                      | 0                                                                                                                   | 0                                                                                                                   |
| NT\$2,000,001 – NT\$3,500,000    | Chiu-Lang, Chen<br>Shu-Yen, Chuang<br>Fortune Investment Co.,Ltd<br>Yung-Lu, Tsai<br>Hui-Chin, Chiu<br>Da-Ho, Yen<br>Shih- Kuang, Tsai | Chiu-Lang, Chen<br>Shu-Yen, Chuang<br>Fortune Investment Co.,Ltd<br>Yung-Lu, Tsai<br>Hui-Chin, Chiu<br>Da-Ho, Yen<br>Shih- Kuang, Tsai | Shu-Yen, Chuang<br>Fortune Investment Co.,Ltd<br>Yung-Lu, Tsai<br>Hui-Chin, Chiu<br>Da-Ho, Yen<br>Shih- Kuang, Tsai | Shu-Yen, Chuang<br>Fortune Investment Co.,Ltd<br>Yung-Lu, Tsai<br>Hui-Chin, Chiu<br>Da-Ho, Yen<br>Shih- Kuang, Tsai |
| NT\$3,500,001 – NT\$5,000,000    | 0                                                                                                                                      | 0                                                                                                                                      | 0                                                                                                                   | 0                                                                                                                   |
| NT\$5,000,001 – NT\$10,000,000   | 0                                                                                                                                      | 0                                                                                                                                      | Chiu-Lang, Chen                                                                                                     | Chiu-Lang, Chen                                                                                                     |
| NT\$10,000,001 – NT\$15,000,000  | 0                                                                                                                                      | 0                                                                                                                                      | 0                                                                                                                   | 0                                                                                                                   |
| NT\$15,000,001 – NT\$30,000,000  | 0                                                                                                                                      | 0                                                                                                                                      | 0                                                                                                                   | 0                                                                                                                   |
| NT\$30,000,001 – NT\$50,000,000  | 0                                                                                                                                      | 0                                                                                                                                      | 0                                                                                                                   | 0                                                                                                                   |
| NT\$50,000,001 – NT\$100,000,000 | 0                                                                                                                                      | 0                                                                                                                                      | 0                                                                                                                   | 0                                                                                                                   |
| Over NT\$100,000,000             | 0                                                                                                                                      | 0                                                                                                                                      | 0                                                                                                                   | 0                                                                                                                   |
| Total                            | 7                                                                                                                                      | 7                                                                                                                                      | 7                                                                                                                   | 7                                                                                                                   |

### 3.1.4.2 Remunerations of President and V.P. for 2024

Unit : NT\$ in thousands

| Title                           | Name            | Salary (A) |       | Severance Pay (B) |   | Bonuses and Allowance etc. (C) |        | Employee Compensation (D) |       |        |       | Ratio of total compensation (A+B+C+D) to net income |                 | Compensation Paid to the President and Vice Presidents from an Invested Company Other than the Company’s subsidiary |
|---------------------------------|-----------------|------------|-------|-------------------|---|--------------------------------|--------|---------------------------|-------|--------|-------|-----------------------------------------------------|-----------------|---------------------------------------------------------------------------------------------------------------------|
|                                 |                 | A          | B     | A                 | B | A                              | B      | A                         |       | B      |       | A                                                   | B               |                                                                                                                     |
|                                 |                 |            |       |                   |   |                                |        | Cash                      | Stock | Cash   | Stock |                                                     |                 |                                                                                                                     |
| Chairman and President          | Chen, Chiu-Lang | 7,900      | 7,900 | -                 | - | -                              | 22,300 | 10,100                    | -     | 10,100 | -     | 18,000<br>1.76%                                     | 40,300<br>3.95% | N/A                                                                                                                 |
| President Component Assembly BG | Tim, Weng       |            |       |                   |   |                                |        |                           |       |        |       |                                                     |                 |                                                                                                                     |
| V.P.                            | Connie, Hsu     |            |       |                   |   |                                |        |                           |       |        |       |                                                     |                 |                                                                                                                     |
| V.P.                            | Gray, Yan       |            |       |                   |   |                                |        |                           |       |        |       |                                                     |                 |                                                                                                                     |
| V.P.                            | Alex, Cheng     |            |       |                   |   |                                |        |                           |       |        |       |                                                     |                 |                                                                                                                     |
| V.P.                            | Daphne, Chang   |            |       |                   |   |                                |        |                           |       |        |       |                                                     |                 |                                                                                                                     |
| V.P.                            | Peter, Huang    |            |       |                   |   |                                |        |                           |       |        |       |                                                     |                 |                                                                                                                     |

Note 1: Column A represents the Company; Column B represents all companies in the consolidated financial statement.

### Range of remuneration

| Range of V.P. Remuneration      | Name of President and V.P.                                                |                                                     |
|---------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------|
|                                 | Syncmold                                                                  | Consolidated subsidiaries (E)                       |
| Under NT\$1,000,000             | 0                                                                         | 0                                                   |
| NT\$1,000,001 – NT\$2,000,000   | 0                                                                         | 0                                                   |
| NT\$2,000,001 – NT\$3,500,000   | Connie, Hsu Gray, Yan Daphne, Chang Peter, Huang<br>Tim, Weng Alex, Cheng |                                                     |
| NT\$3,500,001 – NT\$5,000,000   | 0                                                                         | Connie, Hsu Gray, Yan<br>Daphne, Chang Peter, Huang |
| NT\$5,000,001 – NT\$10,000,000  | Chiu-Lang, Chen                                                           | Chiu-Lang, Chen, Tim, Weng Alex, Cheng              |
| NT\$10,000,001 – NT\$15,000,000 | 0                                                                         | 0                                                   |
| NT\$15,000,001 – NT\$30,000,000 | 0                                                                         | 0                                                   |
| NT\$30,000,001 – NT\$50,000,000 | 0                                                                         | 0                                                   |
| Under NT\$1,000,000             | 0                                                                         | 0                                                   |
| NT\$1,000,001 – NT\$2,000,000   | 0                                                                         | 0                                                   |
| Total                           | 7                                                                         | 7                                                   |



### 3.1.4.3 Remunerations of Managers and Range of Remuneration for 2024

Unit : NT% in thousands

|          | Title                           | Name            | Stock | Cash   | Total  | Total remuneration to net income after tax (%) |
|----------|---------------------------------|-----------------|-------|--------|--------|------------------------------------------------|
| Managers | President                       | Chiu-Lang, Chen | -     | 26,000 | 26,000 | 2.55%                                          |
|          | President Component Assembly BG | Tim, Weng       |       |        |        |                                                |
|          | V.P.                            | Connie, Hsu     |       |        |        |                                                |
|          | V.P.                            | Gray, Yan       |       |        |        |                                                |
|          | V.P.                            | Alex, Cheng     |       |        |        |                                                |
|          | V.P.                            | Daphne, Chang   |       |        |        |                                                |
|          | V.P.                            | Peter, Huang    |       |        |        |                                                |
|          | A.V.P.                          | Y.Y., Hsieh     |       |        |        |                                                |
|          | A.V.P.                          | Daphne, Chang   |       |        |        |                                                |
|          | A.V.P.                          | Cindy, Chang    |       |        |        |                                                |
|          | A.V.P.                          | Randy, Lin      |       |        |        |                                                |
|          | A.V.P.                          | Phillip, Cheng  |       |        |        |                                                |
|          | A.V.P.                          | Scott, Lu       |       |        |        |                                                |
|          | A.V.P.                          | Alvin, Chen     |       |        |        |                                                |
|          | A.V.P.                          | Dennis, Liu     |       |        |        |                                                |
|          | A.V.P.                          | Penny, Peng     |       |        |        |                                                |
|          | Corporate governance supervisor | Patrick, Huang  |       |        |        |                                                |
|          | Manager                         | Carrie, Wang    |       |        |        |                                                |

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

| Title            | Ratio of 2023 total remuneration to net income for Directors, Supervisors, President and Vice Presidents (%) |                           | Ratio of 2024 total remuneration to net income for Directors, Supervisors, President and Vice Presidents (%) |                           |
|------------------|--------------------------------------------------------------------------------------------------------------|---------------------------|--------------------------------------------------------------------------------------------------------------|---------------------------|
|                  | Syncmold                                                                                                     | Consolidated subsidiaries | Syncmold                                                                                                     | Consolidated subsidiaries |
| Directors        | 3.26%                                                                                                        | 3.29%                     | 2.77%                                                                                                        | 2.78%                     |
| President & V.P. | 2.53%                                                                                                        | 5.68%                     | 1.76%                                                                                                        | 3.95%                     |

The issuance of salaries, bonuses and employee bonuses to the directors and managers, shall be handled in accordance with the relevant regulations of the Articles of Incorporation and the organization and regulations of the Remuneration Committee.

In accordance with the provisions of the company's articles of incorporation, the directors' remuneration shall be based on the profit before income tax of the current year after deducting the employee's remuneration and the benefits of the director's compensation and retaining the accumulated loss amount. If there is still a balance, the employee's remuneration shall not be less than 3%, while the director's compensation shall not be more than 2% in reference of the company's operating results, its contribution to the company's performance to provide reasonable compensation. The president and VP's policy of remuneration shall be handled in accordance with the relevant regulations of the company's remuneration committee depending on the position and responsibility of the company and its contribution to the company's operational objectives, taking into account the characteristics of the industry and the nature of the company's business. Relevant performance appraisal and reasonableness of remuneration are reviewed by the Remuneration Committee and the Board of Directors. The remuneration system is reviewed at any time depending on the actual operating conditions and relevant laws and regulations, so as to balance the company's sustainable operation with risk control.

The company has established a remuneration committee in December 2011, and the relevant remuneration of directors and managers will be reviewed by the Remuneration Committee and executed after the Board of Directors approves it.

### 3.1.3 Corporate Governance

#### 3.1.3.1 Information on implementation of Board of Directors :

Five meetings (A) were held by the Board of Directors in the most recent year (2024) with their attendance shown as follow :

| Title                | Name             | Attendance in person ( B ) | By proxy | Attendance rate in person (%) 【 B / A 】 | Remarks |
|----------------------|------------------|----------------------------|----------|-----------------------------------------|---------|
| Chairman             | Chen, Chiu-Lang  | 5                          | 0        | 100                                     |         |
| Directors            | Chuang, Shu-Yen  | 5                          | 0        | 100                                     |         |
| Directors            | Chen, Chien-Yuan | 5                          | 0        | 100                                     |         |
| Independent Director | Tsai, Yung-Lu    | 5                          | 0        | 100                                     |         |
| Independent Director | Yen, Da-Ho       | 5                          | 0        | 100                                     |         |
| Independent Director | Tsai, Shih-Kuang | 5                          | 0        | 100                                     |         |
| Independent Director | Chiu, Hui-Chin   | 5                          | 0        | 100                                     |         |

#### Other noteworthy matters :

1. State the Board Meeting's date, session, proposal contents, all Independent directors' opinions and the company's actions in response to the opinions if any of the following occurred :
  - (1) Matters specified in Article 14.3 of Taiwan's Securities and Exchange Act: are not applicable since the Company has established the Audit Committee.
  - (2) Opinions or records of independent director on other matters : None.
2. 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: None.
3. Goal and assessment on strengthen the function of the board in most recent year :
  - (1) In order to establish a good corporate governance system and implement corporate culture and corporate social responsibility for integrity management, the company has established "Code of Corporate Governance" with reference to the relevant regulations by the Taiwan Stock Exchange Co., Ltd. and the Securities and Futures Trading Centre of the Republic of China. The Code of Corporate Integrity and the "Sustainable Development Best Practice Principles", which was approved by the Board of Directors on December 30, 2013, and a dedicated unit promotes the development and supervision of integrity management policies and prevention programs. The unit submits a report on the implementation of the "Sustainable Development Best Practice Principles" and the implementation report of the "Ethical Corporate Management Best Practice Principles" to the Board of Directors. The corporate governance team is responsible to report to the board of directors on the December 26, 2024 with the implementation of the 2024 "Sustainable Development Best Practice Principles" and the "Ethical Corporate Management Best Practice Principles".
  - (2) To align with the development trend of corporate governance, we established an "Audit Committee" on June 18, 2020, with the aim of continuously enhancing our corporate governance standards.
  - (3) The Company passed the "Regulations on the self evaluation or peer evaluation" on May 9, 2019 and completed the 2024 annual evaluation of the Board, Board members, and functional Committee based on the participation, profession, and continuous study

of the directors and operation of the Remuneration Committee on Dec. 26, 2024. According to the Board's 2024 performance evaluation result, the overall operation of the Board is good.

3.3.2 “Guidelines for Evaluating the Performance of the Board of Directors”. The evaluation procedure is described as follows:

| Cycle  | Period                    | Scope                                                | Method          | Content                                                                                                                                                                                                                                                                                           | Evaluation Results |
|--------|---------------------------|------------------------------------------------------|-----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| Annual | 2024.01.01<br>~2024.12.31 | Performance evaluation of the board                  | Self-evaluation | 1. Participation in the operation of the Company;<br>2. Improvement of the quality of the Board of Directors decision making;<br>3. Composition and structure of the Board of Directors;<br>4. Election and continuing education of the directors; and<br>5. Internal control.                    | Excellent          |
| Annual | 2024.01.01<br>~2024.12.31 | Performance evaluation of individual directors       | Self-evaluation | 1. Alignment of the goals and missions of the Company; 2. Awareness of the duties of a director; 3. Participation in the operation of the Company; 4. Management of internal relationship and communication; 5. The directors' professionalism and continuing education; and 6. Internal control. | Excellent          |
| Annual | 2024.01.01<br>~2024.12.31 | Performance evaluation of the Audit Committee        | Self-evaluation | 1. Participation in the operation of the Company; 2. Awareness of the duties of the Audit Committee; 3. Improvement of quality of decisions made by the Audit Committee; 4. Makeup of the Audit Committee and the election of its members; and<br>5. Internal control.                            | Excellent          |
| Annual | 2024.01.01<br>~2024.12.31 | Performance evaluation of the Compensation Committee | Self-evaluation | 1. Participation in the operation of the Company; 2. Awareness of the duties of the Compensation Committee; 3. Improvement of quality of decisions made by the Compensation Committee; 4. Makeup of the Compensation Committee and the election of its members                                    | Excellent          |

3.3.2 Operational status of the Audit Committee and participation of supervisors in the

operations of the Board of Directors:

The Committee met 5 times in total in 2024 (A). Its operational status is described as follows:

| Title    | Name            | Attendance in Person ( B ) | Attendance Rate (%) ( B / A ) | Remarks |
|----------|-----------------|----------------------------|-------------------------------|---------|
| Convener | Tsai, Yung-Lu   | 5                          | 100                           |         |
| Member   | Yen, Da-Ho      | 5                          | 100                           |         |
| Member   | Tsai, Shi-Kuang | 5                          | 100                           |         |
| Member   | Chiu, Hui-Qin   | 5                          | 100                           |         |

The Company's Audit Committee consists of all independent directors and it meets at least once per quarter.

Matters within the scope of review by the Audit Committee primarily include:

1. Auditing of financial statements and accounting policy and procedure.
2. Internal control system and related policies and procedures.
3. Matters involving the interests of the Board directors.
4. Trading of major assets or derivatives.
5. Major lending of assets, endorsements, or guarantees.
6. Raising, issuance, or private placement of equity securities.
7. Delegation, dismissal of CPAs or their compensation.
8. Appointment or dismissal of the head of finance, accounting, or internal audit.
9. Annual Financial Statement and Semi-Annual Financial Statement.
10. Audit Committee performance evaluation self-assessment questionnaire.

Summary of highlights of tasks completed this year:

●Review of financial reports

The Board of Directors prepared the 2024 Business Report, financial statements, and proposal on the distribution of earnings. Financial statements, in particular, have been completely audited by Deloitte Taiwan, with the Audit Report issued. The above-mentioned Business Report, financial statements, and earnings distribution proposal have been reviewed by the Audit Committee and no inconsistency has been found.

●Evaluation of Validity of the Internal Control System

The Audit Committee evaluates the validity of the policy and procedure of the Company's internal control system (that covers financial, operational, risk management, and compliance control measures) and reviews periodic reports from the Audit Department, the CPAs, and the management. The Audit Committee believes that the Company's internal control system is valid; the Company has adopted the necessary mechanism to supervise and correct non-compliant acts.

●Delegation of CPAs

The Audit Committee is empowered to supervise the CPAs and the accounting firm's independence to ensure the impartiality of financial statements. The Audit Committee approved in the meeting on December 26, 2024 that CPAs Chih-Yuan Chen and Yao-Ling Huang of Deloitte Taiwan had fulfilled the independence evaluation criteria and can serve as the Company's CPAs.

Other noteworthy matters :

1. When the operation of the Audit Committee is found with one of the following conditions, the date, session No., details of proposals, decisions made by the Audit Committee, and how the Company addressed opinions from the Audit Committee in the Board of Directors' meeting shall be stated:

(1) Matters listed in Article 14-5 of the Securities and Exchange Act :

| Date       | Term   | Contents of the proposal                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Decision of the Audit Committee                    | How the Company addressed opinions from the Audit Committee |
|------------|--------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|-------------------------------------------------------------|
| 03/08/2024 | First  | <ol style="list-style-type: none"> <li>1. Proposal of the Company's Fiscal Year 2023 Financial Statements</li> <li>2. Proposal of the Company's Fiscal Year 2023 Earnings Distribution</li> <li>3. Proposal of the Remuneration Allocation for Directors and Employees for Fiscal Year 2023</li> <li>4. Proposal of the Statement on the Company's Internal Control System for Fiscal Year 2023</li> <li>5. Discussion on the Provision of Loans of Funds</li> <li>6. Proposal to Provide Endorsement and Guarantee for Subsidiary Luhe Enterprise Co., Ltd.</li> <li>7. Proposal to Provide Endorsement and Guarantee for Subsidiary Jingde Technology Co., Ltd.</li> <li>8. Proposal to Provide Endorsement and Guarantee for Subsidiary Commuwell Enterprise (Thailand) Co., Ltd.</li> <li>9. Proposal to Provide Endorsement and Guarantee for Subsidiary Syncmold Enterprise Vietnam Co., Ltd.</li> <li>10. Ratification of Derivative Transactions</li> <li>11. Proposal to Amend the Company's "Rules of Board Meetings"</li> <li>12. Proposal for Exercise of Redemption and Termination of OTC Trading of the Company's Third Domestic Unsecured Convertible Bonds ("Syncmold III," Code 15823)</li> <li>13. Proposal to Exempt Managerial Officers from Liability under Non-Competition Obligations</li> </ol> | It was approved by the Audit Committee unanimously | It was approved by all attending Board directors            |
| 05/03/2024 | Second | <ol style="list-style-type: none"> <li>1. Proposal of the Company's First Quarter 2024 Financial Report</li> <li>2. Proposal to Resume Operations of Syncmold (Thailand)</li> <li>3. Discussion on the Provision of Funds Loans</li> <li>4. Ratification of the Endorsement and Guarantee Provided to Subsidiary Syncmold Enterprise Vietnam Co., Ltd.</li> <li>5. Proposal for a Credit Facility with E.SUN Commercial Bank</li> <li>6. Proposal for a Credit Facility with Yuanta Commercial Bank</li> <li>7. Ratification of Derivative Transactions</li> <li>8. Proposal for a Credit Facility with Yuanta Commercial Bank</li> <li>9. Ratification of the Credit Facility with SinoPac Commercial Bank</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | It was approved by the Audit Committee unanimously | It was approved by all attending Board directors            |
| 08/08/2024 | Third  | <ol style="list-style-type: none"> <li>1. Proposal of the Company's Second Quarter 2024 Financial Report</li> <li>2. Establishment of the "Audit Procedures for Pre-approval of Non-Assurance Services Provided by the Certified Public Accountant"</li> <li>3. Proposal for a Credit Facility with Taishin International Bank</li> <li>4. Proposal for a Credit Facility with E.SUN Commercial Bank and Provision of Endorsement and Guarantee for Subsidiaries</li> <li>5. Ratification of Derivative Transactions</li> <li>6. Ratification of the Credit Facility with</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | It was approved by the Audit Committee unanimously | It was approved by all attending Board directors            |

|            |        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                             |                                                        |
|------------|--------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|--------------------------------------------------------|
|            |        | SinoPac Commercial Bank<br>7. Proposal to Amend the Company' s<br>Written Internal Control System                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                             |                                                        |
| 11/08/2024 | Fourth | 1. Proposal of the Company' s Third Quarter<br>2024 Financial Report<br>2. Proposal for the Syncmold Thailand<br>Investment Plan<br>3. Proposal of the Allocation for Fiscal Year<br>2023 Second Distribution of Manager and<br>Employee Remuneration<br>4. Proposal of the Allocation of Three-<br>Festival Bonuses for Managers for Fiscal<br>Year 2024<br>5. Discussion on the Provision of Funds<br>Loans<br>6. Proposal for a Credit Facility with CTBC<br>Bank (China Trust Commercial Bank)<br>7. Ratification of Derivative Transactions<br>8. Proposal to Amend the Company' s “<br>Corporate Governance Practice Code”<br>9. Proposal to Establish the “Operational<br>Procedures for Preparation and Assurance<br>of the Sustainability Report”<br>10. Proposal to Establish the “Sustainable<br>Development Committee Charter”<br>11. Proposal for Issuance of New Shares upon<br>Conversion of the Company' s Third<br>Domestic Unsecured Convertible Bonds<br>12. Proposal to Amend the Company' s<br>Written Internal Control System | It was approved by<br>the Audit<br>Committee<br>unanimously | It was approved by<br>all attending Board<br>directors |
| 12/26/2024 | Fifth  | 1. Proposal of the Company' s Fiscal Year<br>2025 Operating Budget.<br>2. Proposal of the Company' s Fiscal Year<br>2025 Internal Audit Plan.<br>3. Proposal for the Assessment of Auditor<br>Independence and Appointment of the<br>Certified Public Accountant.<br>4. Proposal for the Appointment of Members<br>to the Sustainability Development<br>Committee.<br>5. Establishment of the “Procedures for<br>Related-Party Financial and Business<br>Transactions.”<br>6. Establishment of the “Sustainability<br>Information Management Guidelines.”<br>7. Proposal for a Credit Facility with Taipei<br>Fubon Commercial Bank and Provision of<br>Endorsement and Guarantee for<br>Subsidiaries.<br>8. Ratification of Derivative Transactions.<br>9. Proposal to Amend the Company' s<br>Written Internal Control System.                                                                                                                                                                                                                    | It was approved by<br>the Audit<br>Committee<br>unanimously | It was approved by<br>all attending Board<br>directors |

(2) Besides those mentioned in the foregoing, other resolutions with approval by two-thirds and more of all directors despite the failure to be approved by the Audit Committee: None.

II. For the recusal upon conflicts of interest among independent directors, the name of the independent director, details of the proposal, reason for the recusal, and participation in the voting process or not shall be described: None.

III. Communication among the independent directors, the head of internal audit, and the CPAs (important matters communicated, method, and results of the communication over the financial standing and business operation of the Company, etc.):

The communication among the independent directors, the head of internal audit, and the CPAs of 2024 is already disclosed on the website of the Company. For related information, refer to the website below. ([Http://www.syncmold.com.tw/syncmold2018/images\\_syncmold/directorate/2022 communications between independent directors and internal audit.pdf](http://www.syncmold.com.tw/syncmold2018/images_syncmold/directorate/2022%20communications%20between%20independent%20directors%20and%20internal%20audit.pdf))

3.3.3 The difference between the corporate governance implementation and the Corporate Governance Best Practice Principles for TWSE/GTSM-Listed Companies and reasons:

| Evaluation Item                                                                                                                                                                                  | Implementation Status |    |                                                                                                                                                                                                                                                                                                                                                                      | Deviating from the “Corporate Social Responsibility Best-Practice Principles for TWSE/GTSM Listed Companies” and the root cause |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                  | Yes                   | No | Description                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                 |
| 1. Does the company establish and disclose the Corporate Governance Best-Practice Principles based on “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”?            | V                     |    | The Company has established the "Corporate Governance Best Practice Principles" in reference to the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies,” which have been approved by the Board of Directors and disclosed on MOPS and the Company's website.                                                                              | In compliance with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.                            |
| 2. Equity structure and shareholder rights                                                                                                                                                       | V                     |    | (1) The Company has a spokesperson, stock affairs supervisor, and associated person assigned to effectively handle shareholder’s suggestions or disputes. Legal issues, if any, will be handled with the assistance of the legal affair personnel.                                                                                                                   | In compliance with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.                            |
| (1) Has the Company set internal operating procedures to deal with shareholder proposals, doubts, disputes and litigation matters, and does it implement these in accordance with its procedures | V                     |    | (2) Regularly disclose the pledge, increase or decrease of shareholding, or the occurrence of other events that may cause significant changes in the shares of the shareholders with over 10% shareholding; also, maintain a good relationship with the major shareholder at any time for control.                                                                   |                                                                                                                                 |
| (2) Does the Company have a list of those who ultimately control the major shareholders of the Company?                                                                                          | V                     |    | (3) The management responsibilities of the Company and the affiliated enterprises are clearly defined; also, business transactions are conducted in compliance with the Company’s internal control system and the relevant requirements. For strengthening the control mechanism, the procedures for monitoring subsidiaries are regulated with proper risk control. |                                                                                                                                 |



| Evaluation Item                                                                                                                                                                                           | Implementation Status |    |                                                                                                                                                                                                                                                                                                                  | Deviating from the “Corporate Social Responsibility Best-Practice Principles for TWSE/GTSM Listed Companies” and the root cause               |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                           | Yes                   | No | Description                                                                                                                                                                                                                                                                                                      |                                                                                                                                               |
| (4) Has the Company set internal standards to prohibit the use of undisclosed insider information to trade securities on the market?                                                                      | V                     |    | (4) Syncmold worked out the “Management measures for handling internal significant information and preventing insider trading” to prohibit the use of undisclosed insider information to trade securities on the market and propagandize regularly to insiders and employees.                                    |                                                                                                                                               |
| 3、Composition and Responsibilities of the Board of Directors<br>(1) Has the Board of Directors developed diversified policies for its composition and set substantial management goals and enforced them? | V                     |    | (1) The Company has a diversification policy on the composition of the Board of Directors, related policies, goals, and their implementation included in the “Corporate Governance Best Practice Principles. Refer to “Diversification and Independence of Board of Directors” on Page 12 of this Annual Report. | In compliance with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.                                          |
| (2) Does the Company, in addition to setting the Remuneration Committee and Audit Committee lawfully, have another functional committee set up voluntarily?                                               |                       | V  | (2) The Company has set up Compensation and Remuneration Committee and the Audit Committee now.                                                                                                                                                                                                                  | (2) Assessment of the necessity for additional functional committees with reference to the business operation status and scale in the future. |

| Evaluation Item                                                                                                                                                                                                                                                                                   | Implementation Status |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Deviating from the “Corporate Social Responsibility Best-Practice Principles for TWSE/GTSM Listed Companies” and the root cause |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                                                                                   | Yes                   | No | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                 |
| (3) Does the Company have the performance evaluation rules and methods for the Board of Directors regulated and have the performance evaluation performed regularly every year and report the result to the Board for reference on directors’ individual remuneration and reappointed nomination? | V                     |    | <p>(3) To implement corporate governance, to improve the functions of the board of directors and to enhance the operation efficiency of the board of directors, the board of directors’ meeting of the Company has approved the “Regulations for Board of Directors Performance Evaluation” on May 9, 2019, and has specified that the internal board of directors performance evaluation, self-evaluation of individual board member, peer evaluation and each functional committee shall be conducted at least once annually. The Company shall take into consideration its condition and needs when establishing the criteria for evaluating the performance of the board of directors, which should cover, at a minimum, the following five aspects:</p> <ol style="list-style-type: none"> <li>1. Participation in the operation of the company.</li> <li>2. Improvement of the quality of the board of directors' decision making.</li> <li>3. Composition and structure of the board of directors.</li> <li>4. Election and continuing education of the directors.</li> <li>5. Internal control.</li> </ol> <p>The criteria for evaluating the performance of the board members (on themselves or peers), should cover, at a minimum, the following six aspects:</p> <ol style="list-style-type: none"> <li>1. Alignment of the goals and missions of the company.</li> <li>2. Awareness of the duties of a director;</li> <li>3. Participation in the operation of the company.</li> </ol> | In compliance with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.                            |

|  |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  |
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|  |  | <p>4. Management of the internal relationship and communication.</p> <p>5. The director's professionalism and continuing education.</p> <p>6. Internal control.</p> <p>The criteria for evaluating the performance of functional committees should cover, at a minimum, the following five aspects:</p> <ol style="list-style-type: none"> <li>1. Participation in the operation of the company.</li> <li>2. Awareness of the duties of the functional committee.</li> <li>3. Improvement of quality of decisions made by the functional committee.</li> <li>4. Composition of the functional committee and election of its members.</li> <li>5. Internal control.</li> </ol> <p>The Company has completed relevant evaluation on the board of director's operation for the period from January 1, 2024 to December 31, 2024, including the self-evaluation questionnaire survey of 7 directors (including 4 independent directors) and the internal self-evaluation questionnaire survey of the board of directors.</p> <p>The statistical method for the performance evaluation is divided into two types: the board member self-evaluation and questionnaire and the internal self-evaluation questionnaire for board of directors. In the questionnaire, a higher score in an item means that the achievement rate for the item is higher. For an achievement rate above 90%, it is evaluated to be "Outstanding"; when the achievement rate is above 80%, it is evaluated to be "Successful"; for the rest of the rates, they are evaluated to be "Improvement Needed." After the completion of the aforementioned</p> |  |
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|                                                                                          |  | <p>evaluation score statistics, the 2024 board of director's performance evaluation achievement rate of the Company was 90% and the evaluation result was "Outstanding." In addition, the evaluation result was reported in the board of directors' meeting dated December 26, 2024.</p> <p>The Company has passed the "directors, supervisors, functional committees, and managers' remuneration management regulation" on Dec 27, 2019. According to the regulation, the Board has the right to determine the directors and supervisors' remuneration based on two dimensions in the assessment of evaluation on the Board's performance, "participation of the Company's operation", and "contribution value".</p>                                                                                                                 |                                                                                                      |
| (4) Does the Company have the independence of the public accountant evaluated regularly? |  | <p>(4) The Company evaluates the qualifications and independence of the CPAs through the "Audit Committee" every year. The external auditors' independence was assessed based on the Audit Quality Indicators (AQIs) provided by Deloitte Taiwan, and in reference to the Certified Public Accountant of the Republic of China and the "Community of Professional Ethics for Certified Public Accountant No. 10". Major evaluation items are as follow:</p> <ol style="list-style-type: none"> <li>1. Company shares, bond, or other instruments held by a shareholder in one's own name and by a spouse, underage child, or in others' name.</li> <li>2. No capital loan in one's own name and a spouse or in others' name.</li> <li>3. No business relation with the Company's directors, supervisors, and managers that</li> </ol> | In compliance with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies. |

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|                                                                                                                                                                                                                                                |   |  | <p>interfere with the independence on one's own name and a spouse.</p> <p>4. Not served as the Company's directors, supervisors, managers, or a position that has significant effect on audit cases in one's own name within two years, and promise not served in the positions mentioned previously.</p> <p>5. None of one's family member served as the Company's directors, supervisors, managers, or a position that has significant effect on audit during the auditing period.</p> <p>6. Not a direct relative, affinity, second-degree relative of the Company's directors, supervisors, managers during the auditing period.</p> <p>7. Obtaining the 13 audit quality indicators (AQIs) provided by the CPA firm.</p> <p>The assessment results are as follows:</p> <ol style="list-style-type: none"> <li>1. The independence between the external auditors and the Company complies with the Accountant Act of the Republic of China and the Code of Professional Ethics for Certified Public Accountants.</li> <li>2. On December 26, 2024, the Board of Directors evaluated the independence of CPAs Huang Yao-Lin and Zhou Shijie from Deloitte &amp; Touche. Both CPAs were found to meet the independence assessment standards and are deemed capable of serving as the company's signing accountants. The Board of Directors approved the appointment proposal.</li> </ol> |                                                                                                      |
| 4、Does the company set up a corporate governance unit or appoint personnel responsible for corporate governance matters (including but not limited to providing information for directors and supervisors to perform their functions, handling | V |  | <p>According to the resolution of the Board of Directors' meeting dated August 7, 2023, the Special Assistant of the Chairman's Office, Patrick-Huang, was appointed to act as the chief corporate governance officer to protect shareholders' equity and improve the Board of</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | In compliance with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies. |

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| <p>work related to meetings of the board of directors and the shareholders' meetings, filing company registration and changes to company registration, and producing minutes of board meetings and shareholders' meetings)?</p> |  | <p>Directors' functions. Special Assistant Patrick-Huang is already equipped with management work experience in financial and stock affairs for more than ten years, and his main responsibilities are to provide information and documents necessary for the directors and supervisors to perform duties, to assist the directors and supervisors in legal compliance and to handle matters related to the board of directors' meetings and shareholders' meetings according to the laws.</p> <p>2024 duty execution status is as follows:</p> <ol style="list-style-type: none"> <li>1. Assist independent directors and general directors to perform job duties, provide necessary documents and arrange the training for the directors.</li> <li>2. Provide assistance to legal compliance of the board of directors' meeting and the shareholders' meeting procedure and resolution.</li> <li>3. Prepare the board of directors' meeting agenda for informing the directors seven days prior to the convention of the meeting, convene meeting and provide meeting documents and data. In case where a proposal requires any director's recusal of conflict of interest, provide a notice in advance, and complete the meeting minutes for the board of directors' meeting within twenty days after the meeting.</li> <li>4. Handle the shareholders' meeting date preliminary registration, prepare meeting notice, meeting handbook and meeting minutes within the statutory deadlines and handle the registration alternation matters for the amendment of the articles of incorporation or the election of directors.</li> </ol> <p>In the year 2023, the Chief Governance Officer has</p> |  |
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|                                                                                                                                                                                                                                                                                                     |   |  | <p>completed 15 hours of continuing education as detailed below:</p> <ol style="list-style-type: none"> <li>1. Attended the "Corporate Low-Carbon Transition Strategies" seminar organized by the Chinese Corporate Governance Association, totaling 9 hours.</li> <li>2. Attended the "Code of Ethical Conduct and Prohibition of Insider Trading" seminar organized by the Chinese Corporate Governance Association, totaling 3 hours.</li> <li>3. Attended the "ESG Impact on International Trade and Corporate Governance" seminar organized by the Chinese Corporate Governance Association, totaling 3 hours.</li> </ol> |                                                                                                             |
| 5、 Does the company establish a communication channel and build a designated section on its website for stakeholders (including but no limited to shareholders, employees, customers, and suppliers), as well as handle all the issues they care for in terms of corporate social responsibilities? | V |  | <p>The company maintains good relationships with investors, employees, customers, suppliers and other stakeholders, and has a stakeholder area on the company's website to deliver immediate and appropriate responses to issues raised by stakeholders and important corporate social responsibility issues in response to their concerns. (http : <a href="http://www.syncmold.com.tw/syncmold-2018/item_interested_person_2018.html">//www.syncmold.com.tw/syncmold-2018/item_interested_person_2018.html</a>)</p>                                                                                                          | In compliance with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.        |
| 6、 Does the company appoint a professional shareholder service agency to deal with shareholder affairs?                                                                                                                                                                                             | V |  | <p>The Company commissioned a professional stock affairs service agent, CTBC Bank Stock Agent, to handle the Company's stock service matters, and with the "Guidelines for Handling of Stock Affairs" stipulated to regulate the relevant operations.</p>                                                                                                                                                                                                                                                                                                                                                                      | <p>In compliance with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.</p> |
| 7、 Information disclosure                                                                                                                                                                                                                                                                           |   |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                             |

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| (1) Does the Company have a website setup and the financial business and corporate governance information disclosed?                                                                                                                                                                                                         | V |   | (1) The Company's website (www.syncmold.com.tw) has the shareholder's section setup to disclose financial information and corporate governance; also, to establish a communication channel for communicating to investors.                                                                                                                                                                                                                                                                 | In compliance with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies. |
| (2) Does the Company have adopted other information disclosure methods (such as, establishing an English website, designating responsible person for collecting and disclosing information of the Company, substantiating the spokesman system, placing the juristic person seminar program on the Company's website, etc.)? | V |   | (2) In addition to setting up a website in both Chinese and English, the company has a spokesperson responsible for external communication. And a designated person is responsible for collecting company information to provide spokespersons and relevant business departments with answers to interested parties and authorities. Via MOPS, earnings call, the company's website and newspapers and magazines, etc., the company exposes financial information to the investing public. | In compliance with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies. |
| (3) Does the Company file and disclose the annual financial reports within two months after the end of its accounting year, and disclose and file the financial reports of the first, second, and third quarters and monthly operation status in advance before the deadline?                                                |   | V | (3) The Company did not file and disclose the 2024 financial reports within two months after the end of its accounting year.                                                                                                                                                                                                                                                                                                                                                               | It will be adjusted in accordance with the authority's regulations in the future.                    |



|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                             |
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| <p>8、 Are there any other important information(including but not limited to the interests of employees, employee care, investor relations, supplier relations, the rights of stakeholders, the continuing education of directors and supervisors, the implementation of risk management policies and risk measurement standards, the execution of customer policy, the purchase of liability insurance for the Company's directors and supervisors) that are helpful in understanding the corporate governance operation of the Company?</p> | V | <p>(1) Employee rights and employee care: The company has set up special processing channel for various stakeholders. For example, the management department specializes in handling employee rights, and employee welfare committee is set up to care for the needs of employees. Holiday bonuses, travel, birthday allowance and labor festivals subsidies are provided each year. The system operates smoothly..</p> <p>(2) Investor Relations: The main mission of the Company's Investment and Corporate Information Division aims to strengthen the communication between the Company and investors, and establish a good corporate identity.</p> <p>(3) Supplier Relationship: In order to maintain good relations with suppliers, the Company conducts audits and management, and confirms that suppliers meet the social responsibility conditions.</p> | <p>In compliance with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.</p> |
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| Evaluation Item | Implementation Status |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Deviating from the “Corporate Social Responsibility Best-Practice Principles for TWSE/GTSM Listed Companies” and the root cause |
|-----------------|-----------------------|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|
|                 | Yes                   | No | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                 |
|                 |                       |    | <p>(4) Rights of interested parties: The company respects and safeguards the legitimate rights and interests of stakeholders, and maintains good communication channels with customers, employees, suppliers, etc. The business dealings with related companies under the principle of fairness and reasonableness. Written specifications are set for the financial operations and the transfer of interests and unconventional transactions are prohibited. In accordance with the provisions of the competent authority, the company handles relevant information announcements in a timely manner to provide various company information.</p> <p>(5) Directors and Supervisor's training situation: The directors and Supervisors of the Company have professional capabilities in business, financial accounting and business management. Also, the Corporate Governance Act and related information are regularly updated and provided to the Directors and Supervisors for reference, and the Company will take the initiative to inform the Director and Supervisor if they have</p> |                                                                                                                                 |

|  |  |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |  |
|--|--|--|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
|  |  |  | <p>obtained relevant corporate governance courses. The training situation has been exposed to the MOPS for reference by shareholders and investors.</p> <p>(6) Implementation of risk management policies and risk measurement standards: The Company has established various internal regulations, internal control systems, and risk management policies and procedures pursuant to laws. Internal auditing unit regularly and irregularly checks the implementation level of the internal control system.</p> <p>(7) Implementation of customer policy: The Company maintains a good relationship with its customers and provides customer service in accordance with various internal management methods, and “customer satisfaction” is an important part of the quality policy.</p> <p>(8) The acquisition of liability insurance for directors :The Company has acquired liability insurance for directors and supervisors.</p> |  |
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9、Please explain the improved status and the priority matters and measures on the unimproved items based on the latest Corporate Governance Evaluation Result by the Taiwan Stock Exchange Corporate Governance Center:

The Company performed the self-assessment of corporate governance through the Corporate Governance Evaluation System established by the corporate governance center of the Taiwan Stock Exchange. The result of the seventh intake of the corporate governance review of 2024 was 36%-50%.

According to the findings of the 2024 corporate governance review, matters where improvement has been made by the Company include:  
rioritized items for the Company in the future include:

1. Convene the Annual General Meeting of Shareholders by the end of May.
2. Mandate that the Board's performance evaluation include an external assessment at least once every three years.
3. Hold a minimum of two investor presentations each year and disclose the complete video and audio links for at least two of these meetings.
4. Prepare the ESG Report in accordance with the latest GRI Standards.
5. Obtain third-party assurance for the Company-prepared ESG Report.

### 3.3.4 Remuneration Committee

#### 3.3.4.1 Remuneration Committee members

| Identity             | Terms            | Professionalism and experience       | Fulfillment of independence          | Serving as a Remunerati<br>On Committee member of<br>another public company | Remarks |
|----------------------|------------------|--------------------------------------|--------------------------------------|-----------------------------------------------------------------------------|---------|
|                      | Name             |                                      |                                      |                                                                             |         |
| Independent Director | Da-Ho ,Yen       | Refer to Page 8 of the Annual Report | Refer to Page 8 of the Annual Report | 3                                                                           |         |
| Independent Director | Yung-Lu ,Tsai    |                                      |                                      | 1                                                                           |         |
| Independent Director | Shih-Kuang, Tsai |                                      |                                      | 3                                                                           |         |

#### 3.4.1 The responsibility of Remuneration Committee :

- A. Establish and regularly review the policies, systems, standards and structures of directors and managers for performance evaluation and compensation.
- B. Regularly evaluate and determine the salary remuneration of directors and managers.
- C. When the salary remuneration committee performs the functions, it shall be based on the following principles, but the supervisor remuneration proposal shall be submitted to the board of directors for discussion, and the supervisor salary remuneration shall be prescribed by the company's articles of incorporation or the resolution of the shareholders' meeting authorizing the board of directors to:
  - a. Managerial performance evaluation and compensation and remuneration shall take reference of the general criteria for the payment in the industry and take into consideration the legitimate correlation with personal performance, operational performance of the Company, and risks in the future.
  - b. Directors and managers should not be led to engage in aggressive risk appetite for the pursuit of salary remuneration.
  - c. The ratio of dividends paid to the short-term performance of directors and timing of changes in salary compensation to senior managers should be determined by considering the industry characteristics and the nature of the company's business.
- D. The salary remuneration referred to in the preceding paragraph includes cash remuneration, stock options, dividend share, retirement benefits or resignation benefits, various allowances and other measures with substantial rewards shall be in accordance with the guidelines for the record of the annual report of the public company. The directors and managers are paid the same. When the board of directors advising remuneration committee, it should consider the amount of salary remuneration, the payment method and the company's future risks.
- E. The remuneration of the directors and managers of the subsidiaries shall be submitted to the board of directors of the company for discussion. After being advised by the remuneration committee, they are subject to the approval of the board of directors

#### 3.4.2 Operation of remuneration committee

- A. There are three members in Remuneration Committee of the Company.
- B. Current term of office: June 16, 2023 through June 15, 2026; the most recent year The Board held 3 meetings (A) with the attendance record and qualification of Committee members as follows :

| Title                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Name             | Actual attendance<br>(B) | Actual attendance rate<br>(%) (B/A) | Remarks |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|--------------------------|-------------------------------------|---------|
| Convener                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Da-Ho, Yen       | 3                        | 100                                 |         |
| Member                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Yung-Lu, Tsai    | 3                        | 100                                 |         |
| Member                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Shih-Kuang, Tsai | 3                        | 100                                 |         |
| <p>Other noteworthy matters :</p> <p>1. If the board of directors does not adopt or amend the recommendations from the remuneration committee, it shall state the date and time of the board meeting, the content of the proposal, the results of the resolutions and the company's treatment of the opinions of the compensation committee. (If the salary paid by the board of directors is better than the salary compensation committee's recommendations, the rates and reasons should be stated) : None.</p> <p>2. In the event that any member of the Remuneration Committee has expressed dissent or reservation over the Committee's decisions, and that the dissent or reservation has been recorded or delivered in writing, the decision shall indicate the date of the Committee's meeting, term, contents of the proposal, opinions of all the members, and how the opinions of a member is handled: None.</p> <p>3. The results of the recent annual Compensation Committee discussion and resolution are as follows:</p> |                  |                          |                                     |         |

### C. Dates, motions and resolutions of remuneration committee in 2024

| Date                | Proposal                                                                                                                                                                                                                                                                           | Compensation<br>Committee resolution            | The opinions of the<br>Compensation<br>Committee  |
|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|---------------------------------------------------|
| March 8,<br>2024    | 1. Review of the distribution of the remuneration to directors and supervisors and that to employees for 2023 of the Company as advised by the management.                                                                                                                         | All the attending members passed the resolution | All the attending directors passed the resolution |
| May 3,<br>2024      | 1. Review of the distribution of the remuneration to directors abd supervisors for 2023 of the Company.<br>2. Review of the distribution of remuneration to managers and employees for 2023 of the Company.<br>3. Review of the 2024 Manager Incentive Bonus Plan for our company. | All the attending members passed the resolution | All the attending directors passed the resolution |
| November<br>8, 2024 | 1. Review of the Second Manager Incentive Bonus Plan for the 2023 fiscal year in our company.<br>2. Review of the distribution of three-festival gift money to managers for 2024 of the Company.                                                                                   | All the attending members passed the resolution | All the attending directors passed the resolution |

### 3.3.5 Implementation of the promotion of sustainable development and Sustainable Development Best Practice Principles

| Item                                                                                                                                                                                                                                               | Implementation Status    |                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Deviations from “Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies” and Reasons |                      |                                               |             |                          |                                                                                                                                                                                                                                                                                                                                                                                                               |         |                 |                                                                                                                                                                                                                                                                                                                                                       |                      |                       |                                                                                                                                                               |                                                                         |
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|                                                                                                                                                                                                                                                    | Yes                      | No                                                                                                                                                                                                                                                                                                                                                                                                            | Summary                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                               |                      |                                               |             |                          |                                                                                                                                                                                                                                                                                                                                                                                                               |         |                 |                                                                                                                                                                                                                                                                                                                                                       |                      |                       |                                                                                                                                                               |                                                                         |
| 1. Has the Company set up major principles on the risk assessment on environment, society, and corporate governance issues related to the company operations, and set up related policy or strategy of risk management?                            | V                        |                                                                                                                                                                                                                                                                                                                                                                                                               | <div>The Company has set up risk assessment on major issues based on the major principles of Sustainable Development and set up related policy or strategy of risk management as follow:</div> <table><tr><th>Major Principles</th><th>Risk Assessment Item</th><th>Related Policy or Strategy of Risk Management</th></tr><tr><td>Environment</td><td>Environmental protection</td><td>The Company has done its responsible in environment and actively promote the activity and measures on environmental education and environmental production and energy saving, such as bring one’s own cups and utensils, double-printed on paper or reuse single-printed paper to reduce the energy consumption and energy saving. Specific and quantify data and goal are set up for performance management.</td></tr><tr><td>Society</td><td>Labor Relations</td><td>Employees are the most important partners and assets of a corporate. The Company is dedicated to building a good labor relation and provides a stable working environment, multiple education training system, and diverse employee benefits, so that every employee can enjoy one’s job and take care of their family while developing their career.</td></tr><tr><td>Corporate Governance</td><td>Regulation Compliance</td><td>The Company ensures all personnel and operation have followed the relative regulations through governance organization and implement internal control system.</td></tr></table> | Major Principles                                                                                              | Risk Assessment Item | Related Policy or Strategy of Risk Management | Environment | Environmental protection | The Company has done its responsible in environment and actively promote the activity and measures on environmental education and environmental production and energy saving, such as bring one’s own cups and utensils, double-printed on paper or reuse single-printed paper to reduce the energy consumption and energy saving. Specific and quantify data and goal are set up for performance management. | Society | Labor Relations | Employees are the most important partners and assets of a corporate. The Company is dedicated to building a good labor relation and provides a stable working environment, multiple education training system, and diverse employee benefits, so that every employee can enjoy one’s job and take care of their family while developing their career. | Corporate Governance | Regulation Compliance | The Company ensures all personnel and operation have followed the relative regulations through governance organization and implement internal control system. | In compliance with the Sustainable Development Best Practice Principles |
| Major Principles                                                                                                                                                                                                                                   | Risk Assessment Item     | Related Policy or Strategy of Risk Management                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                               |                      |                                               |             |                          |                                                                                                                                                                                                                                                                                                                                                                                                               |         |                 |                                                                                                                                                                                                                                                                                                                                                       |                      |                       |                                                                                                                                                               |                                                                         |
| Environment                                                                                                                                                                                                                                        | Environmental protection | The Company has done its responsible in environment and actively promote the activity and measures on environmental education and environmental production and energy saving, such as bring one’s own cups and utensils, double-printed on paper or reuse single-printed paper to reduce the energy consumption and energy saving. Specific and quantify data and goal are set up for performance management. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                               |                      |                                               |             |                          |                                                                                                                                                                                                                                                                                                                                                                                                               |         |                 |                                                                                                                                                                                                                                                                                                                                                       |                      |                       |                                                                                                                                                               |                                                                         |
| Society                                                                                                                                                                                                                                            | Labor Relations          | Employees are the most important partners and assets of a corporate. The Company is dedicated to building a good labor relation and provides a stable working environment, multiple education training system, and diverse employee benefits, so that every employee can enjoy one’s job and take care of their family while developing their career.                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                               |                      |                                               |             |                          |                                                                                                                                                                                                                                                                                                                                                                                                               |         |                 |                                                                                                                                                                                                                                                                                                                                                       |                      |                       |                                                                                                                                                               |                                                                         |
| Corporate Governance                                                                                                                                                                                                                               | Regulation Compliance    | The Company ensures all personnel and operation have followed the relative regulations through governance organization and implement internal control system.                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                               |                      |                                               |             |                          |                                                                                                                                                                                                                                                                                                                                                                                                               |         |                 |                                                                                                                                                                                                                                                                                                                                                       |                      |                       |                                                                                                                                                               |                                                                         |
| 2. Does the Company have a specific (or part-time) unit set up to promote corporate social responsibility, have the management authorized by the Board of Directors to handle matters and report the processing results to the Board of Directors? | V                        |                                                                                                                                                                                                                                                                                                                                                                                                               | <div>1. According to the resolution of the Board of Directors’ meeting dated May 9, 2019, the Company established the corporate governance team, and the Special Assistant of the Chairman’s Office, Huang Yi-Chun, was appointed to act as the chief corporate governance officer. Meanwhile, the corporate governance team was</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | In compliance with the Sustainable Development Best Practice Principles                                       |                      |                                               |             |                          |                                                                                                                                                                                                                                                                                                                                                                                                               |         |                 |                                                                                                                                                                                                                                                                                                                                                       |                      |                       |                                                                                                                                                               |                                                                         |

| Item                                      | Implementation Status |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Deviations from “Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies” and Reasons |
|-------------------------------------------|-----------------------|----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|
|                                           | Yes                   | No | Summary                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                               |
|                                           |                       |    | <p>appointed to serve as the unit engaged in promoting the sustainable development (concurrently).</p> <p>2. The Corporate Governance Committee is responsible for promoting sustainable development policies, systems, or related management guidelines, as well as proposing and implementing specific promotion plans. Each year, the Corporate Governance Committee reports the performance targets and specific project results of sustainable development promotion to the Board of Directors on a regular basis. The implementation status of sustainable development for the year 2024 was reported to the Board of Directors on December 26, 2024.</p> <p>3. The Board of Directors recommends that the management team should continuously enhance investor communication, review the performance system, assess the impact and responses to the zero-emission initiative, and address the challenges and future business opportunities of carbon neutrality.</p> |                                                                                                               |
| 3. Development of sustainable environment |                       |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                               |



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| (1) Does the Company have an appropriate environmental management system established in accordance with its industrial character?                                   | V |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | In compliance with the Sustainable Development Best Practice Principles |
| (2) Is the Company committed to enhance the utilization efficiency of resources and use renewable materials that are with low impact on the environment?            | V | (1) The Company has set up its environmental safety and health management system and acquired ISO 14001 (environmental management), ISO 50001 (energy management), and IECQ QC 080000 (hazardous substance management) certifications, among others.                                                                                                                                                                                                                                                                                                                                                                                                                             | In compliance with the Sustainable Development Best Practice Principles |
| (3) Does the Company evaluate the existing and future potential risk and opportunity of climate change to the corporate, and adopt relative corresponding measures? | V | (2) The company promotes the recycling of paper and promotes the recycling and reuse of waste resources and carries out paperless operations. The company's production process does not have a procedure for harmful substances, and the wastes of the production are receipted and recycled by professional manufacturers.                                                                                                                                                                                                                                                                                                                                                      | In compliance with the Sustainable Development Best Practice Principles |
|                                                                                                                                                                     |   | (3) Substantial Risk of Corporate Caused by Climate Change:<br>Climate change will cause extreme weather, including increased frequency of typhoons (hurricanes), increase of annual average temperature, concentrated and short-time of rains and uneven rainfalls, such that the power consumption for air conditioning and office lighting demand of the Company is increased, leading to increase of power consumption cost.<br>Opportunity to Corporate Due to Climate Change:<br>In response to the low carbon economic demands of the governments, customers and international investment institutions, the Company seeks to contribute efforts to the greenhouse climate | In compliance with the Sustainable Development Best Practice Principles |

|                                                                                                                                                                                                                            |   |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                         |
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|                                                                                                                                                                                                                            |   |  | change and considers the sources of various aspects along with the implementation of green research, green factory, enhanced energy saving, water saving, reduction of production energy and environmental information disclosure etc., in light of continuously seeking the reduction of impacts of the Group on the environment.                                                                                                                                                                                                           |                                                                         |
| (4) Has the Company count the greenhouse gas emissions, water usage, and total weight of waste over the last two years, and formulate policy on energy saving, greenhouse gas reducing, water saving, or waste management? |   |  | (4) The self-inspection results showed that the Company's Scope 1 GHG emissions of 2024 and 2023 were around 57,068 kg and 46,782 kg, and the Scope 2 GHG emissions were approximately below 219,078 kg and 316,924 kg of CO <sub>2</sub> e. The Company will continue to work on reducing GHG emissions. Besides, the Company's water consumption in 2024 and 2023 was about 1,368 tons and 1,455 tons, and the total amount of waste in 2024 and 2023 was roughly 3,303 kg and 4,519 kg (with no hazardous waste produced by the Company). | In compliance with the Sustainable Development Best Practice Principles |
| 4. Social issues<br>(1) Does the Company have the relevant management policies and procedures stipulated in accordance with the relevant laws and regulations and international conventions on human rights?               | V |  | (1) The Company respects and follows the internationally known human rights such as "Universal Declaration of Human Rights" and "Guiding Principles on Business and human rights" by the United Nations and precludes any behavior that infringes or violates human rights. All management regulations are in compliance with and comply with relevant government regulations and are committed to complying with international social responsibility regulations to ensure employee rights and interests.                                   | In compliance with the Sustainable Development Best Practice Principles |

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| (2) Does the Company set up and implement reasonable employee benefits (including remuneration, vacation, and other benefits), and reflect the operation performance or result on the employee remuneration? | V | (2) The Company has set up Committee of Employees' Welfare on 2004 to establish all benefit measures. The implementation is disclosed on the Company's website and page 95 of the annual report. According to the company's Articles of Incorporation, the company should allocate at least 3% of the pre-tax profits of the current year, after deducting the amount to cover accumulated losses and the remuneration for employees and directors/supervisors, for employee compensation if there is a remaining balance. Additionally, the company has established a Compensation Committee and has a clear remuneration policy. This policy bases the issuance of annual bonuses and quarterly bonuses on internal and external salary equity, job targets, and individual performance. Furthermore, the company not only maintains a fixed salary adjustment at a certain rate each year but also links variable compensation to the company's operational performance. | In compliance with the Sustainable Development Best Practice Principles |
| (3) Does the Company provide employee with a safe and healthy working environment, and provide safety and health education to employees regularly?                                                           | V | (3) Our company complies with government occupational safety and health regulations (ISO 45001) and regularly conducts employee safety and health education. The implementation is as follows:<br><br>1. Contracted on-site physicians and dedicated nursing staff provide on-site health services.<br>2. Regularly organize seminars on health and safety.<br>3. Establish safety and health policies and promote their implementation accordingly.<br>4. Received the Healthy Workplace Certification.                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | In compliance with the Sustainable Development Best Practice Principles |

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| (4) Does the Company have an effective career capacity development training program established for the employees?                                                                                                | V | (4) The company prepares annual employee education, training programs and special lectures every year, covering functional training, logical and innovative thinking and physical and mental development, to enhance the professional competence of employees, innovative thinking and balance physical and mental development.                                                                                                                                                                                                                                                                                                                                                               | In compliance with the Sustainable Development Best Practice Principles |
| (5) Does the Company have the relevant consumer protection policies and complaint procedures established in the sense of R&D, procurement, production, operations, and service processes?                         | V | (5) The company and its subsidiaries have established customer complaint procedures with a satisfaction-oriented quality system and set up stakeholder areas on the company's website to provide employees, customers, suppliers, government agencies, shareholders, investors an effective complaint channel for various stakeholders<br>( <a href="http://www.syncmold.com.tw/syncmold-2018/item_interested_person_2018.html">http://www.syncmold.com.tw/syncmold-2018/item_interested_person_2018.html</a> ).                                                                                                                                                                              | In compliance with the Sustainable Development Best Practice Principles |
| (6) Does the Company have a supplier management policy, and request its supplier to follow the related regulation on environmental protection, occupational safety, or labor human rights and its implementation? | V | (6) The Company has the “Supplier Management Process” in place. New suppliers being screened are asked to sign the “Environmental Restricted Substance Warranty” and the “Supplier Integrity and Credit Contract” and spontaneously provide the “Hazardous Substance Test Report (SGS) and the “Product Composition Table” , among others, and specified that suppliers shall spontaneously enclose ISO 14001 (environmental management), ISO 50001 (energy management), ISO 45001(occupational health and safety management),ISO 9001(quality management) and IECQ QC 080000 (hazardous substance management) certificates, among others. The quality unit arranges annual reviews according | In compliance with the Sustainable Development Best Practice Principles |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |   |  |                                                                                                                                                                                                                                                                                                                                                           |                                                                         |
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|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |   |  | to the roster of qualified suppliers each year and audits qualified suppliers to ensure steady quality of received materials. For suppliers determined to be disqualified during subsequent reviews and not seeking corrections despite discussions about deficiencies and assistance provided, their qualified status may be canceled if necessary.      |                                                                         |
| 5. Does the Company follow the international regulation when preparing the ESG report or other report that disclose company information other than financial data? Does the report obtain a third party verification or assurance?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | V |  | The Company's CRS report of 2023 was prepared in accordance with the Standards of Global Reporting Initiative (GRI) and the "Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports" Meanwhile, it is disclosed on the Company's and the Market Observation Post System in August 2024 . | In compliance with the Sustainable Development Best Practice Principles |
| 6. If the Company has the "Sustainable Development Best-Practice Principles" stipulated in accordance with the "Sustainable Development Best-Practice Principles for TWSE/GTSM Listed Companies," please state its deviation :<br>The relevant regulations on Sustainable Development are set in the company's personnel, environmental protection, safety and health standards, in line with the requirements of the law.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |   |  |                                                                                                                                                                                                                                                                                                                                                           |                                                                         |
| 7. Other noteworthy information regarding to ESG :<br>1.Environmental, health and safety :<br>(1) The company has established an environmental, health and safety management system and obtained ISO14001, ISO9001 and other certifications. In 2024, we continued to carry out internal education training on ISO9001 and ISO14001, enhance our colleagues' awareness of relevant laws and regulations, implement various systems formulated by the company, achieve product quality assurance, and achieve the goal of saving energy, protecting the environment, and protecting the global environment.<br>(2) The Company was certified by IECQ QC 080000 (Hazardous Substance Process Management) for the first time in 2020. Both the use and production process of hazardous substances with special restrictions are thoroughly checked and evaluated as a commitment to protect all workers along the production line and product users and to reduce the impacts that products have on the environment and accordingly ensure environmental sustainability.<br>(3) The company is committed to improving the efficiency of the use of various resources, promoting the recycling of paper and other waste resources, and the implementation of paperless operations. The company's production procedures do not produce hazardous substances. The production wastes such are recycled by professional manufacturers.。 |   |  |                                                                                                                                                                                                                                                                                                                                                           |                                                                         |

(4) The office glass window has been fully applied with heat-insulating film. The heat-insulating film reduces the indoor temperature, the electricity consumption of AC in summer, and achieve energy-saving effects. As of August 2017, all the office windows applied heat-insulating film reducing the indoor temperature and electricity consumption.

(5) In 2021, the office building was monitoring by energy-saving manufacturers using data and cloud services, it showed a 30% reduction of electricity consumption.

2. Following internationally recognized basic human rights, fulfill corporate social responsibility, and protect the basic human rights of all colleagues, customers and stakeholders. According to the company's characteristics and operational development strategy, the company will conduct risk assessments on human rights issues from time to time. Relevant risk issues are as follows: :

(1) Reasonable working hours :

In order to ensure that employees are not at risk of working long hours, the company specifies working hours and overtime hours and regularly care and manage employee attendance.

(2) Diversity and equal opportunities :

- (a) Ensure that employment policies are not treated differently, implement fairness in employment, compensation and benefits, training, assessment and promotion opportunities, and provide appropriate grievance mechanisms to avoid jeopardizing employee rights
- (b) The company complies with relevant labor regulations and protects the legitimate rights and interests of employees. The Company has established "Working Rules" in accordance with the " Labor Standards Act " and clearly stipulates the rights and obligations of both employers and employees. Establish a "Labor Safety and Health Work Code" under the "Labor Safety and Health Work Rules" to prevent occupational disasters and safeguard workers' safety and health. According to Article 7 of the "Taipei County Sexual Harassment Prevention and Autonomous Regulations", the "Sexual Harassment Prevention and Control Management Measures" is formulated to prevent sexual harassment in employment and to maintain gender equality and personal dignity. The company also handles various safety and health education and training in accordance with relevant regulations of the government's occupational safety and health education.
- (c) The company attaches great importance to employee career development and regularly examines the gaps between employees' ability and organizational needs to plan training plans for staff capacity enhancement or talent development. The company prepares annual employee education and training programs and special lectures, covering functional training, logical innovative thinking and physical and mental development, to enhance the professional competence of employees, innovative thinking and balance physical and mental development.

(3) Health and safe workplace :

- (a) Regular environmental safety checks to avoid potential health and safety risks from work.
- (b) The company is committed to providing a safe and healthy working environment for employees. In terms of security and access control management, each office has an access control system at the entrance and exit and cooperates with the security personnel to carry out the relevant control operations. In the fire safety of the building, fire safety inspections and fire drills are regularly conducted every year. In terms of water safety of the building, regular inspections were carried out to clean the reservoir and the quality of drinking water for sampling inspection and announcement. Another implementation of the smoke-free workplace decree to plan outdoor smoking areas, the working environment is in line with government occupational safety and health related regulations.
- (c) The company sets up employee welfare committees, organizes various activities and provides various welfare measures to encourage staff morale and strengthen labor-management cooperation. The company regularly handles employee health checks. In Nov. 2024, the employee conducts health checks. In addition to the basic inspection items that should be given according to law, the company increases the budget for health check items.
- (d) In 2017, the company established the “Measures for Employee Child Care Subsidy”. In 2024, the number of qualified employees has reached 21 with the total of 26 children, totaling NT\$ 156,000 to reduce burden of employee.
- (e) To establish a workplace environment of good occupation and healthy balance, in addition to monthly provision of fixed health newsletters by

E-mail, the Company advertises the knowledge of various medical treatment and health care, and weekly invites the doctor and nurse to provide free consultation service of medical treatment for the personnel to expect that the personnel can take good care of their health besides hard work.

(4) Freedom of association :

Colleague has freedom of association, establishes associations and actively promotes societies.

(5) Labor negotiation :

The company has established a systematic staff communication mechanism to maintain communication with employees through regular interviews and a staff complaints pipeline to handle employee complaints or labor dispute mediation. The company also has an electronic bulletin board, so employees can instantly receive the company's important information.

(6) Privacy protection :

In order to fully protect the privacy rights of customers and all stakeholders, we will establish a sound information security management mechanism and follow strict management and control practices and protective measures.

3. Social welfare :

1. Provide sponsorship to the 7th "LLB Little League Challenger," and encourage employees to serve volunteer workers on the site.
2. Made donations as scholarship to assist students with good grades but from a low-income family to finish school.
3. Made donations to Taiwan Read Foundation and set up a book stack in the Tong-shi Elementary School in Yunlin.
4. Invite company colleagues to participate in a charity fundraising, donating their contributions to the "Renyou Loving Home."
5. participation in the love-and-courage-spreading event of crepe donation to education and nursing institutions, Guanyin Kindgarden, and Kaohsiung Ren-ai Senior Citizens' Home.
6. Donated a fire truck to the New Taipei City Government Fire Department, hoping to improve the efficiency of disaster rescue.
7. For other information, please refer to the Annual Corporate Social Responsibility Report on the Company's website : ([http://www.syncmold.com.tw/syncmold-2018/item\\_csr\\_report\\_2018.html](http://www.syncmold.com.tw/syncmold-2018/item_csr_report_2018.html))

5-2. Greenhouse-Gas Inventory and Assurance Status for the Past Two Years :

5-2-1. Greenhouse-Gas Inventory Information



Disclose the Company's greenhouse-gas emissions for the most recent two fiscal years, specifying the total emissions (metric tons CO<sub>2</sub>e), the emission intensity (metric tons CO<sub>2</sub>e per NT\$ million revenue), and the scope of data coverage.

#### 2024 Greenhouse Gas Emissions

|     | Total Greenhouse-Gas Emissions (metric tons CO <sub>2</sub> e) | Emission Intensity (metric tons CO <sub>2</sub> e per NT\$ million) |
|-----|----------------------------------------------------------------|---------------------------------------------------------------------|
| 範疇一 | 57.0679                                                        | 0.00607                                                             |
| 範疇二 | 218.08                                                         | 0.02319                                                             |
| 範疇三 | 6509.11                                                        | 0.69216                                                             |

#### 2023 Greenhouse Gas Emissions

|     | Total Greenhouse-Gas Emissions (metric tons CO <sub>2</sub> e) | Emission Intensity (metric tons CO <sub>2</sub> e per NT\$ million) |
|-----|----------------------------------------------------------------|---------------------------------------------------------------------|
| 範疇一 | 46.7822                                                        | 0.00895                                                             |
| 範疇二 | 316.92                                                         | 0.08973                                                             |
| 範疇三 | 455.12                                                         | 0.12886                                                             |

**Note 1: The data coverage encompasses the Parent Company, including the Zhonghe Headquarters, the Xinzhuang Plant, and the Taoyuan Plant.**

Note 2: The greenhouse-gas inventories for Scope 1, Scope 2, and Scope 3 have been conducted in accordance with ISO 14064-1:2018 published by the International Organization for Standardization (ISO), "Greenhouse gases — Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals."

**Note 3: Greenhouse-gas emission intensity is calculated as total CO<sub>2</sub> equivalent emissions divided by total revenue (in NT\$ million).** CO<sub>2</sub>e (carbon dioxide equivalent) represents the amount of CO<sub>2</sub> that would have the same global warming potential as a given mixture of greenhouse gases.

### 5-2-1. Greenhouse-Gas Inventory Information

Disclosure of Assurance Status as of the Annual Report Publication Date for the Most Recent Two Fiscal Years, Including Assurance Scope, Assurance Provider, Assurance Standards, and Assurance Opinion.

The Company's greenhouse-gas emissions data for the most recent two fiscal years have been assured in accordance with ISO 14064-1:2018.

### 5-3. Greenhouse-Gas Emission Reduction Targets, Strategies, and Specific Action Plans :

Disclose the baseline year for greenhouse-gas emission reductions and its associated data, the reduction targets, strategies, specific action plans, and the status of target achievement.

The Company submitted its commitment letter to the Science Based Targets initiative in December 2023 and intends to propose its corresponding emission-reduction targets, strategies, and methodologies within the next 24 months.

### 3.3.6 Implementation of corporate ethical management and measures taken:

| Item                                                                                                                                                                                                                                                                                                                                  | Implementation Status |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Discretions with Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and the Reasons |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                                                                                                                       | Yes                   | No | Summary                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                       |
| <p>1. Formation of ethical management policies and methods</p> <p>(1) Does the Company have the ethical management policy and method declared explicitly in the Articles of Incorporation and external documents; also, the commitment of the board of directors and the management to actively implement the operating policies?</p> | V                     |    | <p>(1) The Board has passed the “Integrity Operation Regulation” and “Ethical Behavior Principle” and appointed Scott, Bou the governance manager, in charge to plan and execute integrity operation policy and prevention. In order to ensure the implementation, the performance will be reported to the Board, and the 2024 execution performance was reported on Dec 26, 2024.</p>                                                                                                                           | In compliance with Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies               |
| <p>(2) Does the Company set up a disintegrated behavior risk assessment to analyze and evaluate any highly disintegrated behavior in its operation scope regularly while at least cover the prevent measures under Article 7 (2) in Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies?</p>         | V                     |    | <p>(2) The company has an "integrity operation procedure", which clearly stipulates that all employees shall not directly or indirectly provide or accept any unreasonable gifts, hospitality or other improper benefits and avoid employees sacrificing the company's rights and interests for personal gain. An effective accounting system and internal control system have been established and reviewed Quarterly to ensure that the design and implementation of the system continues to be effective.</p> | In compliance with Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies               |

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| (3) Does the Company have the prevention program for any fraud stipulated; also, have the respective operating procedures, guidelines for conduct, disciplinary actions, and complaints system declared explicitly; also have it implemented substantively? | V |  | (3) The Company has established an "integrity operation procedure", including procedures for how to prevent untrustworthy behavior and accept improper interests. Through the education and training, we will promote the integrity management policy and combine this policy with the employee performance appraisal and human resources policy to establish a clear and effective reward and punishment system. | In compliance with Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies |
| 2. Substantiation of ethical management                                                                                                                                                                                                                     |   |  |                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                         |
| (1) Does the company have the integrity of the trade counterparty assessed and with the code of integrity expressed in the contract signed?                                                                                                                 | V |  | (1) The company uses customer credit assessment and supplier evaluation to avoid untrustworthy business activities. The relevant integrity behavior clauses are combined with the parties to ensure that their business operations are fair and transparent, and will not require or accepting bribes.                                                                                                            | In compliance with Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies |
| (2) Does the Company have a specific unit setup under the board of directors to advocate the code of integrity and to report on its implementation to the Board on a regular basis?                                                                         | V |  | (2) The corporate governance team is responsible for the revision, implementation, interpretation, consulting services, notification content, recording and construction, of the "integrity operation procedures". The division requires to supervise and execute the "integrity operation procedures" and report to the board of directors once a year.                                                          | In compliance with Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies |
| (3) Does the Company have developed policies to prevent conflicts of interest, provided adequate channel for communication, and substantiated the policies?                                                                                                 | V |  | (3) The company has established the regulation of the board of directors according to law. If the directors have interests in the resolutions listed by the board, the legal persons of their own or                                                                                                                                                                                                              | In compliance with Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies |

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|                                                                                                                                                                                                                                                           |   |  | their representatives, which are harmful to the interests of the company, are avoided during discussion and voting.                                                                                                                                                                                                                                                                                                                                                    |                                                                                                         |
| (4) Does the Company have established effective accounting systems and internal control systems to make related audit plan to verify and prevent disintegrated behavior based on the assessment from internal audit department or by the commission CPAs? | V |  | (4) In order to implement the integrity management, the company has established an effective accounting system. The internal auditors regularly check the accounting system and the internal control system and make an audit report to the board of directors.                                                                                                                                                                                                        | In compliance with Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies |
| (5) Does the Company have organized ethical management internal and external education and training programs on a regular basis?                                                                                                                          | V |  | (5) The company will regularly organize internal and external education training on integrity management. The higher management will convey the importance of integrity to its employees from time to time. In 2024, the company held internal and external education training on integrity management with a total of 112 people and 220 hours (including integrity management regulations, corporate governance practices, accounting systems and internal control). | In compliance with Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies |
| 3. The operation of the Company's Report System                                                                                                                                                                                                           |   |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                         |
| (1) Does the Company have a specific report and reward system stipulated, a convenient report channel established, and a responsible staff designated to handle the individual being reported?                                                            | V |  | (1) In order to establish the internal and external reporting pipelines and handling systems of the company, the company established regulation on "treatment for illegal and unethical or dishonesty" for the implementation of Code of Ethics and the Code of Business Conduct for the directors, supervisor and managers and ensure the legal rights of prosecutors.                                                                                                | In compliance with Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies |

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| (2) Does the Company have the standard investigating procedures and related confidentiality mechanism established for the incidents being reported?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | V |  | (2) The company's Company has set up reporting procedures on “reporting illegal, unethical, or disintegrated behavior case” reporting procedures have a confidentiality mechanism for information of the parties.                                                                                                                                                                       | In compliance with Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies |
| (3) Does the Company have taken proper measures to protect the whistleblowers from suffering any consequence of reporting an incident?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | V |  | (3) The company's Company has set up reporting procedures on “reporting illegal, unethical, or disintegrated behavior case” reporting procedures have a confidentiality mechanism that prohibits retaliation against informants.                                                                                                                                                        | In compliance with Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies |
| 4. Strengthening information disclosure                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |   |  |                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                         |
| (1) Does the Company have the content of ethical management and its implementation disclosed on the website and MOPS?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | V |  | The company publishes the work plan, operation and execution of integrity management on the website( <a href="http://www.syncmold.com.tw/syncmold-2018/item_integrity_management_2018.html">http://www.syncmold.com.tw/syncmold-2018/item_integrity_management_2018.html</a> ), and announces the integrity of business practices, corporate culture and business policies in the MOPS. | In compliance with Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies |
| <p>5. If the Company has the “Ethical Management Best-Practice Principles” stipulated in accordance with the “Ethical Management Best-Practice Principles for TWSE/GTSM Listed Companies,” please state its deviating from the “Ethical Management Best-Practice Principles for TWSE/GTSM Listed Companies” in operation: :</p> <p>The company has “Code of corporate integrity” which in compliance with the “Corporate Ethical Management Best-Practice Principles for TWSE/GTSM Listed Companies.”</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |   |  |                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                         |
| <p>6. Other important information helpful in understanding the ethical management operation: (Such as, the Company has its Ethical Management Best-Practice Principles reviewed and amended, etc.)</p> <p>The company is engaged in commercial activities based on the principles of fairness, honesty, trustworthiness and transparency. In order to implement the policy of honesty and integrity, and actively prevent unscrupulous behaviors, the company has established a “Code of Corporate Integrity” to specifically regulate the matters that employees should pay attention to when conducting business. The company abides by the Company Act, the Securities and Exchange Act, the commercial accounting law and other relevant regulations and the relevant regulations on public company, as the basis for the implementation of integrity management.</p> <p>The company has created a "comment box" on the company's internal website as a complaint mechanism pipeline and reporting procedure and has a</p> |   |  |                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                         |

dedicated person to handle it. In addition, the comment box is set up on the company's website in the stakeholder area to provide an effective complaint channel for all stakeholders ([http : //www.syncmold.com.tw/syncmold-2018/item\\_interested\\_person\\_2018.html](http://www.syncmold.com.tw/syncmold-2018/item_interested_person_2018.html)).

### 3.3.7 Query on corporate governance related policies

The company has announced the following policies on the company's website: articles of incorporation, acquisition or disposal of asset, endorsement guarantee operations, fund loans, internal major information management, code of corporate governance, code of integrity practice, code of corporate social responsibility, code of ethic for directors, supervisor and management, treatment of illegal and unethical or dishonest conduct.

### 3.3.8 Other important information helpful in understanding the corporate governance operation

- (1) The Company has formulated the "Major Internal Information and Insider Trading Prevention Regulations" and disseminated the same to the Directors, Managers and all colleagues from time to time to avoid violations and insider trading practices.
- (2) The company announces the code of corporate governance, code of integrity practice, and the code of corporate social responsibility to its internal staff, such as directors, supervisors and managers.

### 3.3.9 Implementation status of the internal control system:

#### 3.3.9.1 The Company's 2024 Internal Control Declaration:

Syncmold Enterprise Corp.

#### Internal Control System Declaration

Date: March 7, 2025

For the Company's internal control system of 2024, it is hereby declared as follows according to self-assessment findings:

- I. The Company knows that establishing, enforcing, and maintaining an internal control system is the responsibility of the Company's Board of Directors and managers and has such a system in place already. The purpose of the system is to reasonably ensure the achievement of various objectives, including operational efficiency and effectiveness (including profitability, business performance and the security of assets), the reliability, timeliness and transparency of information disclosed, and compliance with relevant guidelines as well as relevant laws and regulations.
- II. The internal control system has its inherited restrictions that cannot be overcome with improved design. An effective internal control system can also only reasonably ensure the fulfillment of the three goals stated above and its effectiveness may change as the environment or situation changes. There is a self-surveillance mechanism, however, built inside the internal control system of the Company that helps the Company take a corrective action against deficiencies confirmed.
- III. The Company determines the effectiveness of the design and implementation of its internal control system in accordance with the items in "Governing Regulations for Public Company's Establishment of Internal Control System" (hereinafter called "Governing Regulations") that are related to the effectiveness of internal control systems. The items adopted in the Governing Regulations for determining the internal control system are the five constitutional elements of the internal control system divided according to the management and control process: 1. control environment, 2. risk assessment, 3. control process, 4. information and communication, and 5. supervision. Each element further encompasses several items. Please refer to "Governing Regulations" for details.
- IV. The Company has already adopted the aforesaid items for assessing the effectiveness of its internal control system in terms of system design and implementation.
- V. Pursuant to the results of the above-mentioned evaluations, the Company is of the view that the design and implementation of its internal control system as of December 31,

2024 (including its supervision and management of subsidiaries), including its awareness of the extent by which the operating effects and efficiency goals are fulfilled, reliability of reports, and compliance with relevant laws and regulations, are such that it is effective and capable of reasonably ensuring that the aforementioned goals can be achieved.

- VI. This declaration constitutes a major part of the Company's Annual Report and the Company's Prospectus that are made available to the public. If the aforesaid published contents are found to be false, or fraudulent in any way, the Company and its management shall be legally liable in accordance with Articles 20, 32, 171 and 174 of the Securities and Exchange Act.
- VII. This declaration was approved at the meeting of the Company's Board of Directors on March 7, 2025 without dissenting opinions expressed by any of the 7 directors attending the meeting. All agreed on the contents of this Declaration. Please take note of it.



3.3.10 Important resolutions made by the Shareholders' Meeting and Board of Directors by the end of 2024 and the printing date of the annual report :

(1) Resolutions and Implementation of 2024 Shareholders' Meetings

| Meeting Date  | Summary                                                                                                                                                              | Resolutions        | Implementation                                                                                                                                 |
|---------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|------------------------------------------------------------------------------------------------------------------------------------------------|
| June 21, 2024 | 1. Ratification of 2023 statements and reports                                                                                                                       | Voted and approved |                                                                                                                                                |
|               | 2. Ratification of distribution of 2023 earnings<br><br>It was decided that cash dividends worth NTD 578,000,000; that is, NTD 4.11 per share, would be distributed. | Voted and approved | July 19, 2024 was set to be the ex-dividend base date and cash dividends worth NTD 578,000,000 were completely distributed on August 21, 2024. |
|               | 3. Proposal to Amend the Company' s Rules of Procedure for Shareholders' Meetings.                                                                                   | Voted and approved |                                                                                                                                                |

(2) Resolutions and Implementation of Board Meetings

| Meeting Date | Summary                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Resolutions                                            |
|--------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|
| 03/8/2024    | <ul style="list-style-type: none"> <li>• Proposal of the Company' s 2023 Financial Statements</li> <li>• Proposal of the Company' s 2023 Earnings Distribution</li> <li>• Proposal of the Allocation of Director and Employee Remuneration for 2023</li> <li>• Proposal of the Statement on the Company' s Internal Control System for 2023</li> <li>• Discussion on the Provision of Fund Loans</li> <li>• Proposal to Provide Endorsement and Guarantee for Subsidiary Luhe Enterprise Co., Ltd.</li> <li>• Proposal to Provide Endorsement and Guarantee for Subsidiary Jingde Technology Co., Ltd.</li> <li>• Proposal to Provide Endorsement and Guarantee for Subsidiary Commuwell Enterprise (Thailand) Co., Ltd.</li> <li>• Proposal to Provide Endorsement and Guarantee for Subsidiary Syncmold Enterprise Vietnam Co., Ltd.</li> <li>• Ratification of Derivative Transactions</li> <li>• Proposal to Amend the Company' s Rules of Procedure for Board Meetings</li> <li>• Proposal for Issuance of New Shares upon Conversion of the Company' s Third Domestic Unsecured Convertible Bonds</li> <li>• Proposal to Exempt Managerial Officers from Non-Competition Obligations</li> <li>• Proposal to Convene the 2024 Annual General Meeting of Shareholders</li> <li>• Proposal Regarding the Handling of Shareholder Proposals Prior to the 2024 Annual General Meeting</li> <li>• Proposal for Redemption of the Company' s Third Domestic Unsecured Convertible Bonds ( "Syncmold III," Code 15823) and Termination of OTC Trading</li> </ul> | Approved by all attending directors without objection. |
| 05/03/2024   | <ul style="list-style-type: none"> <li>• Proposal of the Company' s First Quarter 2024 Financial Report</li> <li>• Review of the Allocation of Director Remuneration for Fiscal Year 2023</li> <li>• Review of the Allocation of Manager and Employee Remuneration for Fiscal Year 2023</li> <li>• Proposal to Amend the Company' s Audit Committee Charter</li> <li>• Proposal to Resume Operations of Syncmold (Thailand)</li> <li>• Discussion on the Provision of Funds Loans</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Approved by all attending directors without objection. |

| Meeting Date | Summary                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Resolutions                                            |
|--------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|
|              | <ul style="list-style-type: none"> <li>• Ratification of the Endorsement and Guarantee Provided to Subsidiary Syncmold Enterprise Vietnam Co., Ltd.</li> <li>• Ratification of Derivative Transactions</li> <li>• Proposal for a Credit Facility with E.SUN Commercial Bank</li> <li>• Proposal for a Credit Facility with Yuanta Commercial Bank</li> <li>• Ratification of the Credit Facility with SinoPac Commercial Bank</li> <li>• Proposal for Issuance of New Shares upon Conversion of the Company' s Third Domestic Unsecured Convertible Bonds</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                        |
| 08/08/2024   | <ul style="list-style-type: none"> <li>● Proposal of the Company' s Second Quarter 2024 Financial Report</li> <li>● Pre-approval of Non-assurance Services to Be Provided by the Certified Public Accountant, Its Firm, and Affiliated Entities to the Company and Its Subsidiaries</li> <li>● Proposal for the Preparation of the Company' s Sustainability Report</li> <li>● Proposal for a Credit Facility with Taishin International Bank</li> <li>● Proposal for a Credit Facility with E.SUN Commercial Bank and the Provision of Endorsement and Guarantee for Subsidiaries</li> <li>● Ratification of Derivative Transactions</li> <li>● Ratification of the Credit Facility with SinoPac Commercial Bank</li> <li>● Proposal for Issuance of New Shares upon Conversion of the Company' s Third Domestic Unsecured Convertible Bonds</li> <li>● Proposal to Amend the Company' s Written Internal Control System</li> </ul>                                                                                                                           | Approved by all attending directors without objection. |
| 11/08/2024   | <ul style="list-style-type: none"> <li>• Proposal of the Company' s Third Quarter 2024 Financial Report</li> <li>• Proposal for the Syncmold Thailand Investment Plan</li> <li>• Proposal of the Second Allocation of Manager and Employee Remuneration for Fiscal Year 2023</li> <li>• Proposal of the Allocation of Three-Festival Bonuses for Managers for Fiscal Year 2024</li> <li>• Discussion on the Provision of Fund Loans</li> <li>• Proposal for a Credit Facility with CTBC Bank</li> <li>• Ratification of Derivative Transactions</li> <li>• Proposal to Amend the Company' s Corporate Governance Practice Code</li> <li>• Proposal to Establish the Operational Procedures for Preparation and Assurance of the Sustainability Report</li> <li>• Proposal to Establish the Charter of the Sustainable Development Committee</li> <li>• Proposal for Issuance of New Shares upon Conversion of the Company' s Third Domestic Unsecured Convertible Bonds</li> <li>• Proposal to Amend the Company' s Written Internal Control System</li> </ul> | Approved by all attending directors without objection. |
| 12/26/2024   | <ul style="list-style-type: none"> <li>• Proposal of the Company' s Fiscal Year 2025 Operating Budget</li> <li>• Proposal of the Company' s Fiscal Year 2025 Internal Audit Plan</li> <li>• Proposal for the Assessment of Auditor Independence and Appointment of the Certified Public Accountant</li> <li>• Proposal for the Appointment of Members to the Sustainable Development Committee</li> <li>• Establishment of the “Procedures for Related-Party Financial and Business Transactions”</li> <li>• Establishment of the “Sustainability Information Management Guidelines”</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Approved by all attending directors without objection. |

| Meeting Date | Summary                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Resolutions                                            |
|--------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|
|              | <ul style="list-style-type: none"> <li>• Proposal for a Loan Facility with Taipei Fubon Commercial Bank and Provision of Endorsement and Guarantee for Subsidiaries</li> <li>• Ratification of Derivative Transactions</li> <li>• Proposal to Amend the Company' s Written Internal Control System</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                        |
| 3/7/2025     | <ul style="list-style-type: none"> <li>• Proposal of the Company' s 2024 Annual Financial Statements</li> <li>• Proposal of the Company' s 2024 Earnings Distribution</li> <li>• Proposal of the Allocation of Director and Employee Remuneration for 2024</li> <li>• Proposal of the Statement on the Company' s Internal Control System for 2024</li> <li>• Proposal to Amend the Company' s Articles of Incorporation</li> <li>• Proposal to Define the Scope of Rank-and-File Employees</li> <li>• Discussion on the Provision of Fund Loans</li> <li>• Proposal to Provide Endorsement and Guarantee for Subsidiary Luhe Enterprise Co., Ltd.</li> <li>• Proposal to Provide Endorsement and Guarantee for Subsidiary Commuwell Enterprise (Thailand) Co., Ltd.</li> <li>• Proposal to Provide Endorsement and Guarantee for Subsidiary Jingde Technology Co., Ltd.</li> <li>• Proposal to Provide Endorsement and Guarantee for Subsidiary Syncmold Enterprise Vietnam Co., Ltd.</li> <li>• Ratification of Derivative Transactions</li> <li>• Proposal for a Credit Facility with SinoPac Commercial Bank</li> <li>• Proposal to Amend the Use of Proceeds of the Company' s Third Domestic Unsecured Convertible Bonds</li> <li>• Proposal to Exempt Directors from Non-Competition Obligations</li> <li>• Proposal to Convene the 2025 Annual General Meeting of Shareholders</li> <li>• Proposal Regarding the Handling of Shareholder Proposals Prior to the 2025 Annual General Meeting of Shareholders</li> <li>• Proposal to Amend the Company' s Written Internal Control System</li> </ul> | Approved by all attending directors without objection. |

3.3.12 The contents of the board resolutions regarding which independent directors have voiced opposing or qualified opinions on the record or in writing in the most recent year or up to the publication of the annual report: None.

## 3.2 Audit Fees

Unit : NT\$ in thousands

| Accounting Firm   | Name of CPA     | Year | Audit Fee | Non-audit Fees          |                 |                      |                                  |                                   |          | Audit Period     | Remark                                                                                                                |
|-------------------|-----------------|------|-----------|-------------------------|-----------------|----------------------|----------------------------------|-----------------------------------|----------|------------------|-----------------------------------------------------------------------------------------------------------------------|
|                   |                 |      |           | Direct Deduction Method | Issuancen of CB | Annual Report Review | Business Tax Audit and Reporting | Special Audit of Transfer Pricing | Subtotal | Audit Period     |                                                                                                                       |
| Deloitte & Touche | Yao-Lin Huang   | 2024 | 6,440     | 45                      | 30              | 30                   | 700                              | 560                               | 1,365    | The year of 2024 | The audit fee includes Syncmold, its consolidated subsidiary and the check list of non-supervisor, full-time employee |
|                   | Shih-Chieh Chou |      |           |                         |                 |                      |                                  |                                   |          |                  |                                                                                                                       |

3.2.1 If a new CPA Firm is commissioned to serve for an audit fee less than the year before, please

disclose the audit fee amount before and after the CPA replacement arranged and the reason for doing so: None

3.2.2 If the audit fee of current year is more than 10% less than the year before, please disclose the audit fee amount and ratio reduced and the root cause of the fee reduction: None.

### 3.3 Information For Change Of CPA:

#### 1. About the former CPA

|                                                                                                                 |                                                                                                                                                                                                                                                 |                             |                                                               |
|-----------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|---------------------------------------------------------------|
| Date of replacement                                                                                             | December 22, 2023                                                                                                                                                                                                                               |                             |                                                               |
| Reason for replacement and description                                                                          | The former external auditors of the Company were Chen Chih-Yuan, CPA and Huang Yao-Ling of Deloitte Taiwan. Due to the internal transfer of Deloitte Taiwan, the external auditors were changed to Huang Yao-Lin, CPA and Chou Shih-Chieh, CPA. |                             |                                                               |
| Appointment terminated or unacceptable by the client or the CPA                                                 | Party concerned Situation                                                                                                                                                                                                                       | Certified Public Accountant | Client                                                        |
|                                                                                                                 | Voluntary termination of appointment                                                                                                                                                                                                            | N/A                         | N/A                                                           |
|                                                                                                                 | No longer accepting (continuing) appointment                                                                                                                                                                                                    | N/A                         | N/A                                                           |
| Reasons for issuing opinions other than unqualified opinions in the last 2 years                                | N/A                                                                                                                                                                                                                                             |                             |                                                               |
| Any disagreement with the issuer                                                                                | Yes                                                                                                                                                                                                                                             |                             | Accounting principles or practices2. About the succeeding CPA |
|                                                                                                                 |                                                                                                                                                                                                                                                 |                             | Disclosure of financial statements                            |
|                                                                                                                 |                                                                                                                                                                                                                                                 |                             | Audit Scope or Procedure                                      |
|                                                                                                                 |                                                                                                                                                                                                                                                 |                             | Others                                                        |
|                                                                                                                 | None                                                                                                                                                                                                                                            | ✓                           |                                                               |
|                                                                                                                 | Description: Not applicable                                                                                                                                                                                                                     |                             |                                                               |
| Other disclosures (Matters to be disclosed in Items 1-4~1-7, the subparagraph 6, Article 10 of the Regulations) | None                                                                                                                                                                                                                                            |                             |                                                               |

#### 2. About the succeeding CPA

|                                                                                                                                                                                                                                   |                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|
| Name of Firm                                                                                                                                                                                                                      | Deloitte Taiwan                               |
| Name of CPA                                                                                                                                                                                                                       | Huang Yao-Ling, CPA and Chou, Shih-Chieh, CPA |
| Date of appointment                                                                                                                                                                                                               | December 22, 2023                             |
| Consultation about the accounting treatment of or application of accounting principles to a specific transaction or the type of audit opinion that might be rendered prior to the formal engagement, and the consultation result. | None                                          |
| Written opinion from the succeeding CPA regarding the matters disagreed by the former CPA                                                                                                                                         | None                                          |

3. The former accountant's response to items 1 and 2.3 of Article 10, Paragraph 6, of this standard is as follows:

The company and the former accountant are in agreement regarding the three items outlined in Article 10, Paragraph 6, Subsections 1 and 2, concerning the matters to be included in the annual report of a publicly traded company.

- 3.4 The Chairman, President, And Managers Responsible For Finance Or Accounting Who Had Held A Position In The CPA Office Or Its Affiliates : None.

- 3.5 Changes In The Shares Held And Pledged By Directors, Supervisors, Managers, And Major Shareholders Holding Over 10% Of Outstanding Shares In The Most Recent Year And Up To The Publication Of The Annual Report : None.

- 3.7.1 Changes in holdings of directors, supervisors, managers and shareholders with holding exceeding 10% :

| Title                           | Name                         | Unit : Share                        |                                       |                                     |                                       |
|---------------------------------|------------------------------|-------------------------------------|---------------------------------------|-------------------------------------|---------------------------------------|
|                                 |                              | 2024                                |                                       | As of March 31, 2025                |                                       |
|                                 |                              | Increase (decrease) of shareholding | Increase (decrease) of shares pledged | Increase (decrease) of shareholding | Increase (decrease) of shares pledged |
| Chairman                        | Chiu-Lang, Chen              | 0                                   | 0                                     | 0                                   | 0                                     |
| Director                        | Fortune Investment Co., Ltd. | 0                                   | 0                                     | 0                                   | 0                                     |
| Director                        | Tim, Weng                    | 0                                   | 0                                     | 0                                   | 0                                     |
| Director                        | Shu-Yen, Chuang              | 0                                   | 0                                     | 0                                   | 0                                     |
| Independent Director            | Yung-Lu, Tsai                | 0                                   | 0                                     | 0                                   | 0                                     |
| Independent Director            | Shih-Kuang, Tsai             | 0                                   | 0                                     | 0                                   | 0                                     |
| Independent Director            | Da-Ho, Yen                   | 0                                   | 0                                     | 0                                   | 0                                     |
| Independent Director            | Hui-Chin, Chiu               | 0                                   | 0                                     | 0                                   | 0                                     |
| Independent Director            | Wen-Hung, Kao                | 0                                   | 0                                     | 0                                   | 0                                     |
| V.P.                            | Connie, Hsu                  | 0                                   | 0                                     | 0                                   | 0                                     |
| V.P.                            | Gray, Yan                    | 0                                   | 0                                     | 0                                   | 0                                     |
| V.P.                            | Alex, Cheng                  | 0                                   | 0                                     | 0                                   | 0                                     |
| V.P.                            | Daphne, Chang                | 0                                   | 0                                     | 0                                   | 0                                     |
| V.P.                            | Peter, Huang                 | 0                                   | 0                                     | 0                                   | 0                                     |
| A.V.P.                          | Y.Y., Hsieh                  | 0                                   | 0                                     | 0                                   | 0                                     |
| A.V.P.                          | Randy, Lin                   | 0                                   | 0                                     | 0                                   | 0                                     |
| A.V.P.                          | Phillip, Cheng               | 0                                   | 0                                     | 0                                   | 0                                     |
| A.V.P.                          | Monty, Chen                  | 0                                   | 0                                     | 0                                   | 0                                     |
| A.V.P.                          | Toni, Kao                    | 0                                   | 0                                     | 0                                   | 0                                     |
| A.V.P.                          | Scott, Lu                    | 0                                   | 0                                     | 0                                   | 0                                     |
| A.V.P.                          | Alvin, Chen                  | 0                                   | 0                                     | 0                                   | 0                                     |
| A.V.P.                          | Penny, Peng                  | 0                                   | 0                                     | 0                                   | 0                                     |
| A.V.P.                          | Eric, Hsu                    | 0                                   | 0                                     | 0                                   | 0                                     |
| Corporate governance supervisor | Patrick, Huang               | 0                                   | 0                                     | 0                                   | 0                                     |
| Manager                         | Carrie, Wang                 | 0                                   | 0                                     | 0                                   | 0                                     |

3.5.2 Equity transfer information : None

3.5.3 Equity pledge information : None

3.6 Top-10 shareholders being the related party as defined in statement of finance accounting:

Information on relationships among the top ten shareholders

March 31, 2025

| NAME                                                                                                                                                                                     | CURRENT SHAREHOLDING |       | SPOUSE'S/MINOR'S SHAREHOLDING |       | SHAREHOLDING BY NOMINEE ARRANGEMENT |       | NAME AND RELATIONSHIP BETWEEN THE COMPANY'S TOP TEN SHAREHOLDERS, OR SPOUSES OR RELATIVES WITHIN TWO DEGREES |                         | REMARK |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|-------|-------------------------------|-------|-------------------------------------|-------|--------------------------------------------------------------------------------------------------------------|-------------------------|--------|
|                                                                                                                                                                                          | Shares               | (%)   | Shares                        | (%)   | Shares                              | (%)   | Name                                                                                                         | Relations               |        |
| Chiu-Lang, Chen                                                                                                                                                                          | 8,708,211            | 6.04% | 93,022                        | 0.06% | 2,300,000                           | 1.59% | Jianhong, Chen                                                                                               | first-degree relatives  |        |
|                                                                                                                                                                                          |                      |       |                               |       |                                     |       | Jianyuan, Chen                                                                                               | first-degree relatives  |        |
| Fortune Investment Co., Ltd.<br>(Representative: Jian-yuan, Chen)                                                                                                                        | 5,200,139            | 3.60% | -                             | -     | -                                   | -     | Chiu-Lang, Chen                                                                                              | first-degree relatives  |        |
|                                                                                                                                                                                          |                      |       | -                             | -     | -                                   | -     | Jian-hong, Chen                                                                                              | second-degree relatives |        |
| Guan-zhen Investment Co., Ltd.<br>(Representative: Jian-hong, Chen)                                                                                                                      | 2,970,647            | 2.06% | -                             | -     | -                                   | -     | Chiu-Lang, Chen                                                                                              | first-degree relatives  |        |
|                                                                                                                                                                                          |                      |       |                               |       |                                     |       | Jianhong, Chen                                                                                               | second-degree relatives |        |
| Labor Pension Fund under the New Retirement System                                                                                                                                       | 2,820,000            | 1.95% | -                             | -     | -                                   | -     | -                                                                                                            | -                       |        |
| Tim, Weng                                                                                                                                                                                | 2,747,581            | 1.90% | -                             | -     | -                                   | -     | -                                                                                                            | -                       |        |
| Zong-Ying, Dong                                                                                                                                                                          | 2,707,000            | 1.88% | -                             | -     | -                                   | -     | -                                                                                                            | -                       |        |
| Jian-yuan, Chen                                                                                                                                                                          | 2,529,717            | 1.75% | -                             | -     | -                                   | -     | Chiu-Lang, Chen                                                                                              | first-degree relatives  |        |
|                                                                                                                                                                                          |                      |       |                               |       |                                     |       | Jianyuan, Chen                                                                                               | second-degree relatives |        |
| JPMorgan Securities Co., Ltd.<br>Investment Account                                                                                                                                      | 2,331,507            | 1.62% | -                             | -     | -                                   | -     | -                                                                                                            | -                       |        |
| Hongbo Investment Co., Ltd.<br>(Representative: Chiu-Lang, Chen)                                                                                                                         | 2,300,000            | 1.59% | -                             | -     | -                                   | -     | Chiu-Lang, Chen                                                                                              | first-degree relatives  |        |
|                                                                                                                                                                                          |                      |       | -                             | -     | -                                   | -     | Jianyuan, Chen                                                                                               | second-degree relatives |        |
| Taishin International Bank Co., Ltd., acting as trustee and custodian for the Taiwan High Dividend Sub-Fund of the Cathay Taiwan High Dividend Umbrella Securities Investment Trust Fund | 2,258,000            | 1.57% | -                             | -     | -                                   | -     | -                                                                                                            | -                       |        |

**3.7 The Shares Of The Invested Company Held By The Company, The Company’S Directors, Supervisors, Managers, And Companies Controlled Directly Or Indirectly, And The Aggregated Overall Shareholding Ratio:**

As of March 31, 2025

| Affiliated Companies (Note)                         | Ownership by the Company |        | Ownership by Directors, Supervisors, Managers and Entities Directly or Indirectly Controlled by the Company |   | Total Ownership |        |
|-----------------------------------------------------|--------------------------|--------|-------------------------------------------------------------------------------------------------------------|---|-----------------|--------|
|                                                     | Shares                   | %      | Shares                                                                                                      | % | Shares          | %      |
| Syncmold Enterprise (Samoa) Corp.                   | 3,545,584                | 100%   | -                                                                                                           | - | 3,545,584       | 100%   |
| Grand Advance Inc.                                  | -                        | 100%   | -                                                                                                           | - | -               | 100%   |
| Syncmold Enterprise (USA) Corp.                     | -                        | 100%   | -                                                                                                           | - | -               | 100%   |
| Syncmold Enterprise Vietnam Co., Ltd.               | -                        | 100%   | -                                                                                                           | - | -               | 100%   |
| Syncmold Enterprise (MALAYSIA) Sdn., Bhd.           | -                        | 100%   | -                                                                                                           | - | -               | 100%   |
| Syncmold Enterprise (SINGAPORE) Pte., Ltd.          | -                        | 100%   | -                                                                                                           | - | -               | 100%   |
| Syncmold Enterprise (THAILAND) Co., Ltd.            | -                        | 100%   | -                                                                                                           | - | -               | 100%   |
| SynX Tech Co., Ltd.                                 | 5,000,000                | 100%   | -                                                                                                           | - | 5,000,000       | 100%   |
| High Grade Tech Co., Ltd.                           | 2,280,000                | 35.63% | -                                                                                                           | - | 2,280,000       | 35.63% |
| CANFORD INTERNATIONAL LIMITED                       | -                        | 100%   | -                                                                                                           | - | -               | 100%   |
| Fullking Development Limited                        | -                        | 100%   | -                                                                                                           | - | -               | 100%   |
| FULL GLARY HOLDING LIMITED                          | -                        | 100%   | -                                                                                                           | - | -               | 100%   |
| Full Big Limited                                    | -                        | 100%   | -                                                                                                           | - | -               | 100%   |
| Forever Business Development Limited                | -                        | 100%   | -                                                                                                           | - | -               | 100%   |
| Full Celebration Limited                            | -                        | 100%   | -                                                                                                           | - | -               | 100%   |
| Fuzhou Fulfil Tech Co., Ltd.                        | -                        | 100%   | -                                                                                                           | - | -               | 100%   |
| Fujian Khuan Hua Precise Mold., Ltd.                | -                        | 100%   | -                                                                                                           | - | -               | 100%   |
| Fuqing Foqun Electronic Hardware Tech Co., Ltd.     | -                        | 100%   | -                                                                                                           | - | -               | 100%   |
| Dongguan Khuan Huang Precise Mold Plastic Co., Ltd. | -                        | 100%   | -                                                                                                           | - | -               | 100%   |
| Suzhou Fulfil Electronics Co., Ltd.                 | -                        | 100%   | -                                                                                                           | - | -               | 100%   |
| Zhongshan Fulfil Tech Co., Ltd.                     | -                        | 100%   | -                                                                                                           | - | -               | 100%   |
| Kunshan Fulfil Tech Co., Ltd.                       | -                        | 100%   | -                                                                                                           | - | -               | 100%   |
| Chongqing Fulfil Tech Co., Ltd.                     | -                        | 100%   | -                                                                                                           | - | -               | 100%   |
| Gatetech Technology Co., Ltd.                       | 43,649,903               | 75.94% | -                                                                                                           | - | 43,649,903      | 75.94% |
| Gatech Holding Ltd.                                 | -                        | 75.94% | -                                                                                                           | - | -               | 75.94% |

|                                          |            |        |   |   |            |        |
|------------------------------------------|------------|--------|---|---|------------|--------|
| Gatech International Ltd.                | -          | 75.94% | - | - | -          | 75.94% |
| Gatech (Suzhou) Inc.                     | -          | 75.94% | - | - | -          | 75.94% |
| Leohab Enterprise Co., Ltd.              | 23,437,504 | 80.22% | - | - | 23,437,504 | 80.22% |
| Sweet International Group Ltd.           | -          | 80.22% | - | - | -          | 80.22% |
| Lucky King Holdings Ltd.                 | -          | 80.22% | - | - | -          | 80.22% |
| Commuwell Enterprise (Thailand) Co.,Ltd. | -          | 80.22% | - | - | -          | 80.22% |
| Suzhou Leoho Electronics Co., Ltd.       | -          | 80.22% | - | - | -          | 80.22% |
| Smart Automation Technology Inc.         | 2,119,740  | 47.11% | - | - | 2,119,740  | 47.11% |



## IV、CAPITAL OVERVIEW

### 4.1 Capital And Shares

#### 4.1.1 Source of capital

##### 4.1.1.1 Type of capital

March 31, 2025 ; Unit : Share

| Type                        | Authorized Capital           |                      |             | Note                                                                                   |
|-----------------------------|------------------------------|----------------------|-------------|----------------------------------------------------------------------------------------|
|                             | Outstanding Shares<br>(note) | Non-issued<br>Shares | Total       |                                                                                        |
| Registered<br>Common Shares | 144,268,604                  | 55,731,396           | 200,000,000 | 1. Listed company stock<br>2. Retained warrants for<br>subscription of 3,000,000 share |

##### 4.1.1.2 Formation of capital

March 31, 2025 ; Unit : 1000 Share; NT\$ in thousands

| Year /<br>Month | Issued<br>price<br>(NT\$) | Authorized capital |           | Paid-in Capital |           | Remarks                                                                     |                                                            |                                                              |
|-----------------|---------------------------|--------------------|-----------|-----------------|-----------|-----------------------------------------------------------------------------|------------------------------------------------------------|--------------------------------------------------------------|
|                 |                           | Shares             | Amount    | Shares          | Amount    | Source of capital<br>(NT\$1,000)                                            | Capital<br>Increased<br>by Assets<br>Other<br>than<br>Cash | Approval date and<br>document No.                            |
| 2004.12         | 10                        | 15,000             | 150,000   | 15,000          | 150,000   | Capital increase 125,000 by cash                                            | —                                                          | December 13, 2004<br>Tai.Chai.Chen.I.Tzi<br>No. 09333164610  |
| 2005.07         | 10                        | 40,000             | 400,000   | 25,000          | 250,000   | Capital increase 70,000 by cash<br>Capital increase 30,000 by earning       | —                                                          | July 7, 2005<br>Tai.Chai.Chen.I.Tzi<br>No. 09432406570       |
| 2006.10         | 10                        | 40,000             | 400,000   | 30,810          | 308,100   | Capital increase 58,100 by earning                                          | —                                                          | November 17, 2006<br>Tai.Chai.Chen.I.Tzi<br>No. 09533140020  |
| 2007.03         | 10                        | 40,000             | 400,000   | 35,000          | 350,000   | Capital increase 41,900 by cash                                             | —                                                          | March 2, 2007<br>Tai.Chai.Chen.I.Tzi<br>No. 09631749920      |
| 2007.09         | 10                        | 50,000             | 500,000   | 41,500          | 415,000   | Capital increase 65,000 by earning                                          | —                                                          | September 19, 2007<br>Tai.Chai.Chen.I.Tzi<br>No. 09632780680 |
| 2008.09         | 10                        | 160,000            | 1,600,000 | 45,057          | 450,565   | Capital increase 35,565 by earnings and employee stock option               | —                                                          | September 19, 2007<br>Tai.Chai.Chen.I.Tzi<br>No. 09733104880 |
| 2008.12         | 10                        | 160,000            | 1,600,000 | 135,169         | 1,351,685 | Merged with Fulfil Tech. Co., Ltd with new issuance of NT\$ 901.12 million. | —                                                          | February 23, 2009<br>MOEA.So.Sun.Tzi No.<br>09801032360      |
| 2009.09         | 10                        | 160,000            | 1,600,000 | 135,376         | 1,353,755 | Capital increase 2,070 by employee stock option                             | —                                                          | September 14, 2009<br>MOEA.So.Sun.Tzi No.<br>09801210290     |
| 2010.04         | 10                        | 160,000            | 1,600,000 | 135,845         | 1,358,455 | Capital increase 4,700 by employee stock option                             | —                                                          | April 21, 2010<br>MOEA.So.Sun.Tzi No.<br>09901078050         |
| 2010.09         | 10                        | 160,000            | 1,600,000 | 136,040         | 1,360,408 | Capital increase 1,953 by employee stock option                             | —                                                          | September 16, 2010<br>MOEA.So.Sun.Tzi No.<br>09901208440     |
| 2011.07         | 10                        | 160,000            | 1,600,000 | 136,638         | 1,366,384 | Conversion of convertible bond of 598,000 shares                            | —                                                          | July 22, 2011<br>MOEA.So.Sun.Tzi No.<br>10001166200          |
| 2012.10         | 10                        | 160,000            | 1,600,000 | 137,816         | 1,378,158 | Conversion of convertible bond of 1,177,000 shares                          | —                                                          | October 31, 2012<br>MOEA.So.Sun.Tzi No.                      |

| Year / Month | Issued price (NT\$) | Authorized capital |           | Paid-in Capital |           | Remarks                                            |                                             |                                                       |
|--------------|---------------------|--------------------|-----------|-----------------|-----------|----------------------------------------------------|---------------------------------------------|-------------------------------------------------------|
|              |                     | Shares             | Amount    | Shares          | Amount    | Source of capital (NT\$1,000)                      | Capital Increased by Assets Other than Cash | Approval date and document No.                        |
|              |                     |                    |           |                 |           |                                                    |                                             | 10101225400                                           |
| 2013.02      | 10                  | 160,000            | 1,600,000 | 142,251         | 1,422,512 | Conversion of convertible bond of 4,435,000 shares | —                                           | February 1, 2013<br>MOEA.So.Sun.Tzi No. 10201022320   |
| 2013.04      | 10                  | 160,000            | 1,600,000 | 146,873         | 1,468,732 | Conversion of convertible bond of 4,622,000 shares | —                                           | April 24, 2013<br>MOEA.So.Sun.Tzi No. 10201075050     |
| 2013.08      | 10                  | 160,000            | 1,600,000 | 148,592         | 1,485,901 | Conversion of convertible bond of 1,719,000 shares | —                                           | August 5, 2013<br>MOEA.So.Sun.Tzi No. 10201154290     |
| 2013.12      | 10                  | 160,000            | 1,600,000 | 149,856         | 1,498,563 | Conversion of convertible bond of 1,264,000 shares | —                                           | December 6, 2013<br>MOEA.So.Sun.Tzi No. 10201241380   |
| 2017.05      | 10                  | 160,000            | 1,600,000 | 153,381         | 1,533,813 | Conversion of convertible bond of 3,525,000 shares | —                                           | May 8, 2017<br>MOEA.So.Sun.Tzi No. 10601054200        |
| 2017.06      | 10                  | 160,000            | 1,600,000 | 158,524         | 1,585,241 | Conversion of convertible bond of 5,143,000 shares | —                                           | June 1, 2017<br>MOEA.So.Sun.Tzi No. 10601066760       |
| 2017.09      | 10                  | 200,000            | 2,000,000 | 161,537         | 1,615,370 | Conversion of convertible bond of 3,013,000 shares | —                                           | September 6, 2017<br>MOEA.So.Sun.Tzi No. 10601123350  |
| 2017.12      | 10                  | 200,000            | 2,000,000 | 163,573         | 1,635,732 | Conversion of convertible bond of 2,036,000 shares | —                                           | December 8, 2017<br>MOEA.So.Sun.Tzi No. 10601161370   |
| 2018.04      | 10                  | 200,000            | 2,000,000 | 164,966         | 1,649,656 | Conversion of convertible bond of 1,392,000 shares | —                                           | April 18, 2018<br>MOEA.So.Sun.Tzi No. 10701039580     |
| 2018.09      | 10                  | 200,000            | 2,000,000 | 123,724         | 1,237,242 | Capital reduction by cash                          | —                                           | September 12, 2018<br>MOEA.So.Sun.Tzi No. 10701117370 |
| 2023.03      | 10                  | 200,000            | 2,000,000 | 123,726         | 1,237,258 | Conversion of convertible bond of 2,000 shares     | —                                           | May 30, 2023<br>MOEA.So.Sun.Tzi No. 11230088450       |
| 2023.12      | 10                  | 200,000            | 2,000,000 | 140,777         | 1,407,769 | Conversion of convertible bond of 17,051 shares    | —                                           | April 15, 2024<br>MOEA.So.Sun.Tzi No. 11330047730     |
| 2024.05      | 10                  | 200,000            | 2,000,000 | 142,970         | 1,429,700 | Conversion of convertible bond of 2,193 shares     | —                                           | May 27, 2024<br>MOEA.So.Sun.Tzi No. 11330082160       |
| 2023.09      | 10                  | 200,000            | 2,000,000 | 143,418         | 1,434,178 | Conversion of convertible bond of 448 shares       | —                                           | September 11, 2024<br>MOEA.So.Sun.Tzi No. 11330157810 |
| 2023.12      | 10                  | 200,000            | 2,000,000 | 144,269         | 1,442,686 | Conversion of convertible bond of 851 shares       | —                                           | December 04, 2024<br>MOEA.So.Sun.Tzi No. 11330208400  |

#### 4.1.2 List of Major Shareholders

March 31, 2025 ; Unit : Share ; %

| Name of Major Shareholders                                                                                                                                                               | Share Held | Shareholdings (%) |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-------------------|
| Chiu-Lang,Chen                                                                                                                                                                           | 8,708,211  | 6.04              |
| Fortune Investment Co., Ltd.                                                                                                                                                             | 5,200,139  | 3.60              |
| Guan-zhen Investment Co., Ltd.                                                                                                                                                           | 2,970,647  | 2.06              |
| Labor Pension Fund under the New Retirement System                                                                                                                                       | 2,820,000  | 1.95              |
| Tim, Weng                                                                                                                                                                                | 2,747,581  | 1.90              |
| Zong-Ying, Dong                                                                                                                                                                          | 2,707,000  | 1.88              |
| Jian-yuan, Chen                                                                                                                                                                          | 2,529,717  | 1.75              |
| JPMorgan Securities Co., Ltd. Investment Account                                                                                                                                         | 2,331,507  | 1.62              |
| Hongbo Investment Co., Ltd. (Representative: Chiu-Lang ,Chen)                                                                                                                            | 2,300,000  | 1.59              |
| Taishin International Bank Co., Ltd., acting as trustee and custodian for the Taiwan High Dividend Sub-Fund of the Cathay Taiwan High Dividend Umbrella Securities Investment Trust Fund | 2,258,000  | 1.57              |

#### 4.1.3 Dividend Policy and Execution Status

##### (1) Dividend Policy

The company is in the growing phase. The dividend policy will consider future capital need, long-term financial planning and shareholder interests, etc. Each year, the board of directors proposes a distribution proposal to the shareholders meeting. Cash dividend will be 5% to 100% of the total dividend. The actual amount of cash dividend will be approved in shareholders meeting.

In accordance with the provisions of the company's articles of incorporation, the company should deduct the benefits before the employee's remuneration and the director's compensation from profit before income tax. After retaining the amount of accumulated losses, if there is still a balance, the employee's remuneration shall be no less than 3% and the director's remuneration shall not exceed 2%.

Employees' compensation, director's compensation distribution ratio and the employee's compensation in the form of stocks or cash shall be reported by the board of directors to shareholders meeting at a resolution of more than two-thirds of the directors' attendance and a majority of the directors' consent.

Employee compensation, either paid in stocks or cash, includes employees of subordinate companies that meet certain conditions.

Annual earnings concluded by the Company, if any, shall be first set aside for paying taxes and making up historical accumulated losses, followed by 10% as the legal reserve, and a provision or reversal of special reserve as required by law or the competent authority. Subsequently, if there are still earnings, the balance will be combined with prior accumulated earnings yet to be distributed. The Board of Directors will prepare the distribution proposal and introduce it during the shareholders' meeting for a decision before they are distributed. Dividends distributed are about 0% to 90% of after-tax earnings. Cash dividends, in particular, account for around 5% to 100% of all dividends. The actual amount to be distributed shall be that approved through a shareholders' meeting.

For 2024, the Company intends to distribute shareholder bonuses totaling NTD 793,477,322; all are to be distributed as cash dividends, that is NTD 5.50 per share.

(2) Annual proposal for issuance of bonus shares : non-applicable.

4.1.7 Impact of annual proposal for issuance of bonus shares on company performance and earnings per share : non-applicable.

4.1.8 Employee Compensation and Remuneration to Directors and Supervisors :

(1) The percentage and range of employee compensation and remuneration to directors and supervisors on the articles of incorporation : Please referred to the above explanation of 6.(1).

(2) The estimated basis for compensation for employees, directors and supervisors for the current period, calculation basis on the number of shares for employee's compensation and accounting treatment if the actual distribution amount differs from the estimated number :

a. The estimated remuneration to employees and that to directors for 2024 were NTD 95,000 thousand and NTD 22,000 thousand, accounting for 9.02% and 2.09% of after-tax net profit.

b. The calculated basis of stocks for employee compensation : Non-applicable

c. If the actual distribution amount is different from the estimated number, it is regarded as an estimated change and is included in the current profit and loss.

(3) Status of compensation approval by Board of Directors

a.If the actual amount of cash or stock compensation for employee, directors and supervisors is different with the annual expense recorded, the company should disclose, explain and deal with the situation.

Unit : NT\$ in thousands

| Item                                            | 2024<br>recorded<br>amount | Estimated<br>amount<br>(note) | difference | reason | Status                                                                                                                          |
|-------------------------------------------------|----------------------------|-------------------------------|------------|--------|---------------------------------------------------------------------------------------------------------------------------------|
| Employee<br>Compensation                        | 95,000                     | 95,000                        | -          |        | If the actual<br>distribution amount is<br>different from the<br>estimated number, it is<br>regarded as 2024<br>annual expense. |
| Remuneration to<br>Directors and<br>Supervisors | 22,000                     | 22,000                        | -          |        |                                                                                                                                 |

note : Approved by 2025 board of directors.

b. The percentage of amount of employee compensation by stock dividend to individual financial statements net income on the current year and to overall employee compensation : No employee stock dividends during the year

c. Considered the employee compensation, remuneration to directors and supervisors, the earnings per share is calculated as NT\$ 5.50 per share.

(4) The actual compensation for employee, directors and supervisors in the previous year. If the actual amount is different with the amount recorded, the company should disclose, explain and deal with the situation. :

unit : NT\$ in thousands

| Item                                            | 2023 recorded<br>amount | Actual<br>amount | Difference | Reason                             | Status                                                   |
|-------------------------------------------------|-------------------------|------------------|------------|------------------------------------|----------------------------------------------------------|
| Employee<br>Compensation                        | 75,000                  | 75,000           | -          | Due to<br>accountin<br>g practice. | The difference is<br>regarded as 2023<br>annual expense. |
| Remuneration<br>to Directors and<br>Supervisors | 9,800                   | 9,800            | -          |                                    |                                                          |

4.1.9 Situations of the Company's buy back stocks : None.

4.2 Corporate Bond (including overseas corporate bond) : None.

4.3 Preferred Stock : None

4.4 Issuance Of Global Depositary Receipts : None

4.5 Employee Stock Option :

4.5.1 Status of issuance of restricted employee warrant certificate

(1)Employee stock warrant certificate which has not expired : NA

(2) The name, acquisition and subscription of the managers and top ten employees who have obtained the employee stock option certificate and the number of the warrants as of the printing date of annual report : None

(3) The issuance of private employee stock option in the last three years and the date of publication of the prospectus : None.

4.5.2 Status of Restricted Employee Stock

(1) The impact of restricted employee stock options which are not fully vested on shareholders equity as of the annual report printed date : None

(2) The name and the status of managers and top ten employees of restricted employee stock accumulated as of the printing date of annual report : None.

4.6 New Shares Issued For Merger Or Acquisitions :

4.6.1 In the most recent year and as printing date of the annual report, the company has completed the merger or acquisition with newly issued stock : None

4.6.2 In the most recent year and as printing date of the annual report, the board of directors has approved the merger or acquisition with newly issued stock : None

4.7 Financing Plans And Implementation : None.

## V、 OPERATION HIGHLIGHTS

### 5.1 Business Activities

#### 5.1.1 Business Scoop

##### (1) Major business operation of the Company

CB01010 Machinery and Equipment Manufacturing  
 CQ01010 Die Manufacturing  
 F113010 Wholesale of Machinery  
 F213080 Retail Sale of Other Machinery and Equipment  
 CC01110 Computers and Computing Peripheral Equipments Manufacturing  
 CC01080 Electronic Parts and Components Manufacturing  
 CC01060 Wired Communication Equipment and Apparatus Manufacturing  
 F119010 Wholesale of Electronic Materials  
 F401010 International Trade  
 F108031 Wholesale of Drugs, Medical Goods  
 CF01011 Medical Materials and Equipment Manufacturing  
 CC01070 Telecommunication Equipment and Apparatus Manufacturing  
 CC01101 Restrained Telecom Radio Frequency Equipments and Materials Manufacturing  
 ZZZ99999 In addition to the licensing business, the company can operate business in areas not prohibited or restricted by business laws

##### (2) Major products and business ratio of the Company

unit : NT\$ in thousands ; %

| Major Product   | 2023<br>Net Sales | Percentage<br>of<br>total Net<br>Purchases<br>( % ) | 2024<br>Net Sales | Percentage<br>of<br>total Net<br>Purchases<br>(%) |
|-----------------|-------------------|-----------------------------------------------------|-------------------|---------------------------------------------------|
| Stand Products  | 8,743,711         | 99.71                                               | 9,380,206         | 99.75                                             |
| Molds           | 25,826            | 0.29                                                | 23,865            | 0.25                                              |
| Total Net Sales | 8,769,537         | 100.00                                              | 9,404,071         | 100.00                                            |

##### (3) The Company's currently offered products and services

The company's main services are the design, manufacturing, and plastic injection of molding mold, modeling / mechanism design, model making, mold manufacturing, plastic injection of LCD monitor hinge base, LCD TV hinge base, AIO computer hinge base and AL and MG alloy die caster and precision stamping products. In terms of hinge products, we provide one-stop shop with full services from the ID review, mechanism design, material selection, sample design / production, exterior design, trial production, mass production. For the plastic mold products, we provides complete services such as design of product appearance and mechanism design, as well as vertical integrated services from molding, sample preparation and injection of plastic products.

| Products / Services                                                        | Description                                                                                                                                                                                                                                                                                                                   |
|----------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Design and manufacture of LCD monitor base, LCD TV base, AIO computer base | LCD monitor hinge base, LCD TV hinge base, AIO computer hinge base, multi-axis (steering) or other special function base and hinge products designed to meet customer needs. We can accommodate with our clients to mass produce, improve yield and incorporate automation in the manufacturing process in various locations. |
| Mold molding / mechanism design                                            | We provide clients with consistent development process from product design, mechanism design and mold making to plastic                                                                                                                                                                                                       |

|                                                  |                                                                                                                                                                                                                     |
|--------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                  | injection of finished product for mass-production. We also advise our clients on product design improvement and how to reduce mold cost and production cost.                                                        |
| Mold making                                      | To reduce mold development risks, we offer small quantities production for new development products which can be used for marketing purpose.                                                                        |
| Mold manufacturing                               | Based on the 2D and 3D image files provided by clients, we manufacture precision molds with automation equipment such as CNC and electric discharge machining through professional design software design programs. |
| Aluminum and Magnesium die casting manufacturing | professional manufacturer for Aluminum and Magnesium alloy die caster. The main products are Automotive parts, Bicycle components, Optical components, Air Valve components, DIY tools.                             |
| Manufacturing of metal stamping parts            | Precision stamping products primarily include 360-degree rotational bearings, keypad frames, cooling products, power supply enclosures, etc.                                                                        |

#### (4) Plan for developing new products or services

Current product items of the Company include mold making of LCD monitor stand, LCD TV stand, AIO computer stand, LCD monitor cover and other products, and mass production service of injection products. In the aspect of stand products, the Company engaged in developing compound process parts for simplifying product assembling; meanwhile, the Company successfully introduced automatization production equipment in 2019, raised production efficiency and product quality, developed components of automatization equipment through construction experience of automatization production equipment, and utilized the method of renting automatization equipment to increase business development opportunities. Furthermore, The Company proactively researches and manufactures small precision bearings and will apply them to folding mobile phones and notebook computers, among other 3C products, as 360-degree bearings. In business expansion, the Company has cut into the supply chains of monitor bearings of fitness equipment and 5G outdoor router mechanisms.

#### 5.1.2 Industry Outlook

##### (1) Industry status and development

The company main products are LCD monitor stands, hubs and plastic injection molds, plastic injection molding products. The LCD display stand product revenue accounts for about 90% of the company's combined revenue. The applications include LCD monitor stand, LCD TV stand and AIO computer stand. There is a trend for product with high structural strength, thin volume and metal appearance or special treatment appearance. Plastic injection molds and plastic molding products accounted for about 10% of the company's combined revenue. The applications include LCD monitor shells, LCD TV shells, etc., which mainly supply the demand of the Group's internal stand products and the needs of customers' plastic shells. The company has established production sites in Huadong Region, Fujian, Guangdong, Chongqing in mainland China and Southeast Asia to serve customers nearby. The following remarks are on the status and development of the industry of stand products, plastic injection molds and plastic molding products respectively:

##### A. Stand Products

The stand products produced by the company are essential components for LCD monitors, LCD TVs, AIO computers, etc. The rotating function for the



display is convenient for use and saves space. It is mainly used in Dell, HP, Asus, Acer, AOC., SONY, NEC and other international brand, home appliance brand manufacturers' LCD products. The LCD display industry status is as followed :

Following the market's entry into the second half of 2023, inventory levels in the LCD display sector gradually normalized, and demand began to rebound. In 2024, supported by major international sporting events, a corporate device-refresh cycle, and emerging application requirements, global display shipments are projected to grow modestly by approximately 2%. Looking to 2025, despite ongoing uncertainties such as inflationary pressures and geopolitical risks, the acceleration of digital transformation and continued expansion of AI and remote-collaboration use cases are expected to sustain robust growth in the global LCD display industry. Concurrently, the market structure is anticipated to shift increasingly toward high-end, intelligent, and energy-efficient, environmentally friendly solutions.

At present, professional display OEMs leaders are TPV, Foxconn, Qisda, Wistron, L&T, Samsung, which account for more than 70% of the world's total shipments. With the competitive advantage of OEMs in this mature industry, the remaining manufacturers will not be able to shake the leading position of the manufacturers in the display industry.

#### B. Plastic Molding

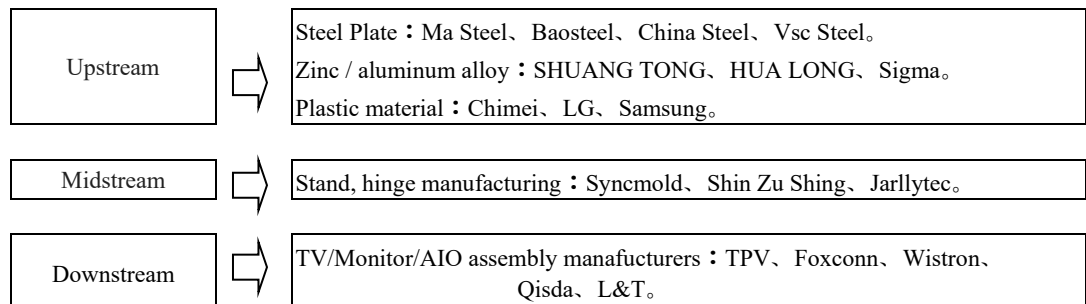
Mold is an indispensable tool for the mass production of products in the industry from metal, plastic, rubber, glass and other materials. To form a certain shape of the finished product through high temperature, high pressure or high impact process, everything rely on the mold to complete. According to the Ministry of Economic Affairs sorting system, metal molds are divided into five items: die-casting molds, forging dies, stamping dies, plastic molding dies and other molds. The company is a manufacturer of plastic molding dies.

Taiwan's mold industry started later than Europe, the United States and Japan. The application of molds was mainly for electronic communication products. In 1998, the output value reached NT\$ 60.4 billion, the highest output value recorded. After that, due to the impact of the Asian financial turmoil, the orders for molds in Southeast Asia decreased. Also, the production costs of domestic land and manpower increased gradually, which led to the transfer of downstream industries to China or Southeast Asian countries, and the output value began to decline year by year. In recent years, the global economy has gradually stabilized under the government's loose monetary policy. The company's plastic molding molds and plastic injection products are mainly for the supply of the Group's needs and client's demand of shall for their information products.

#### (2) The supply chain in upstream, midstream and downstream

##### A. Stand Products

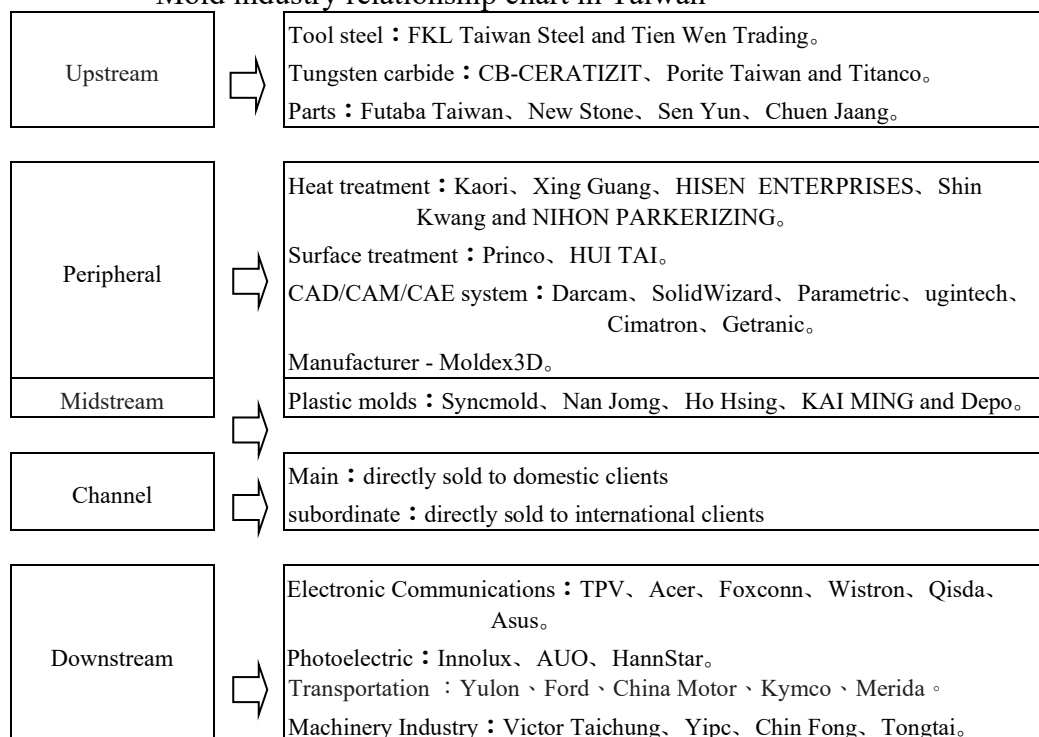
The stand and hinge products produced by the company are mainly used to support LCD monitors, LCD TVs and AIO computers. Meanwhile, the company provides the main components of steering rotation and lifting. The upstream provides the raw material for manufacturing the stand and the hinge, including steel plate material, plastic material, iron (stainless steel) pipe, spring wire and die casting aluminum alloy, zinc alloy, etc. While, the downstream is to assemble all the key components, such as manufactures of monitors for video display and other related functions, or computers and televisions system assembly manufacturers. The relationship is depicted as below :



## B.Molds

The molds designed by the company are mainly for the information products, home appliances and other related components. It is located at midstream at the mold industry supply chain. The relationship is depicted as below :

Mold industry relationship chart in Taiwan



source : Metal Industries Research & Development Centre IT IS publication and synthesized by the company

### (3) Developing trends in the products

#### A. Stand products

The bases and pivots produced by our company are primarily used in electronic products such as LCD monitors, LCD TVs, and all-in-one (AIO) computers. Among these, the bases for LCD monitors constitute a larger proportion. Moreover, the market share for bases of large-sized LCD monitors and gaming monitors has been increasing year by year and has gained widespread acceptance among the public.

Our company's general LCD monitor stands and pivots account for approximately 60% to 70% of our business revenue. According to TrendForce data, in 2024, global LCD monitor shipments reached 128 million units, representing a 2 % year-on-year increase. This growth was primarily driven by the low base effect of 2023, the gradual recovery of the global economy, and the replacement cycle of personal computers. Looking ahead to 2025, as consumers enter their upgrade cycles and technological innovations and product enhancements continue to stimulate demand, global LCD monitor shipments are projected to reach 131 million units, a year-on-year increase of approximately 2.3 %.

In the gaming-specific segment, TrendForce data indicate that the e-sports display market exhibited robust growth in 2024, benefiting from the ongoing expansion of the gaming industry, product upgrades with tailored pricing strategies, and the adoption of new technologies. Over the coming years, as technology continues to evolve and consumer preferences shift, the e-sports display market is expected to sustain healthy growth.

LCD television stand assemblies account for approximately 10 % of the Company's revenue. According to TrendForce, global television shipments in 2024 rose by around 3 % year-on-year, ending a three-year decline. In 2025, the television market is expected to benefit from replacement demand, the emergence of new regional markets, and product upgrades driven by technological innovation, with shipments projected to grow by 4 % over 2024.

#### B. Mold Products

However, Taiwan has difficulties in retaining land, increasing labor costs, and technical difficulties such as competition between the mainland and Southeast Asian countries. Since low-priced and simple plastic molds have lost competitive advantages in China, it is inevitable to develop high-precision, high-value-added molds. In the future, the mold industry will face the technical challenges for light, thin, precision and composite molding, molding integration and environmental protection and energy saving. Mold design/manufacturing technology will play a very important role. Under this trend, the development of human resources and technology is vital, which not only promotes another wave of industry transformation, but also makes the future development of the mold industry clear and visible.

### (4) Competition on Products

#### A. Stand Products

TPV, Foxconn, Wistron, Qisda, Pegatron, Quanta, L&T Display and other system assemblers and international brands such as Dell, Hewlett-Packard, Asus, Acer, AOC, Sony, NEC and Funai are all major clients of the company. The above-mentioned system assemblers are the world's leading LCD monitors and LCD TV manufacturers. The company is a leader in high-end LCD monitor stand, LCD TV stand and hinge industries. We have accumulated years of research and development capabilities and manufacturing integration capabilities. Except for Korean brands, major display system assemblers are our

clients. The company is superior to its peers in terms of R&D capability, service quality and delivery capability. Therefore, the company is able to maintain its leading position in the industry.

#### B. Molds

According to the research report of the Metal Industry Research and Development Center, Taiwanese mold industry operation status is dominated by small and medium-sized enterprises, 80% of the total industry have capital below NT\$ 10 million. The scale of the company's molds is relatively high among the peers. With good customer relationship with long-term cooperation and with the demand for stand products, and the service and technical experience from design to mold manufacturing to trial production, our molding products are still competitive in the display industry.

### 5.1.3 Status on Skill and Development

#### (1) Business-related Technology

##### A. Stand Products

Due to the wide range of applications of the stand components, the company's products are an indispensable part no matter the variation of display. In terms of product technology, the company has superior patented and development experience in the high-end stand products with rotating functions which is more competitive than peers, such as four-link lifting structure, vertical lifting, forward tilting, and clockwise (counterclockwise) steering, meanwhile conforming the variation and market trend of dimension and appearance for LCD monitor industry in recent years. The research and development of the Company turned to the stand with features of light, thin and high supporting strength, and the Company considered buyer's demand of aesthetic shape and space saving to make products have more advantages of market competitiveness.

##### B. Molds

Mold is one of the traditional industries. The key to competition lies in quality, cost, delivery and production efficiency. The company has accumulated many years of experience in mold development and manufacturing, design talents and market pulsation combined with customer needs and have long-term cooperation experience with customers. The design of the mechanism has a decisive influence on the quality of the mold. With the professional design talents with many years of expertise, the company conducts analysis of the mold flow before the mold is opened. This helps to reduce the number and time of mold modification and complete the mold manufacturing in advance. This is company's competitive niche.

#### (2) Status on R&D

The Company primarily produces LCD monitor sockets, LCD TV sockets, and AIO computer sockets as well as plastic injection molding dies for the enclosures of various types of information products. The company continues to integrate group resources to enhance product development efficiency and strives for continuous innovation and research to expand product applications, in order to meet future challenges.

##### A.R&D Expenses for the most recent year and as of March 31, 2025

| 2024    |            | March 31, 2025 |            |
|---------|------------|----------------|------------|
| Amount  | % of Sales | Amount         | % of Sales |
| 203,984 | 2.17%      | 44,047         | 1.96%      |

In the 2024, our company's research and development expenses decreased compared to the previous year. These expenses were primarily allocated to the

research and development of LCD monitor stands, LCD TV stands, AIO computer stands, precision pivot products, and automotive products.

For the 2025 fiscal year, our company plans to allocate approximately 2% of the revenue for research and development expenses. However, we will adjust this plan according to actual operational circumstances. The following is a summary of our major research and development projects for the upcoming year:

| Project                                    | Description                                                                                                                                                                                                                          | RD Progress                           |
|--------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|
| Monitor 、 AIO and TV stands                | As our company's main products are high-end monitor stands, our research and development focus remains primarily on LCD monitor stands, gaming monitor stands, AIO computer stands, and TV stands.                                   | Continued development of new products |
| Automated production equipment             | To increase the coverage of automated production in our production line, our company continues to develop automated production equipment.                                                                                            | Continued development of new products |
| Die casting technology, precision bearings | Through strategic acquisitions, we aim to enhance magnesium alloy die casting technology and explore its potential applications in wearable devices, automotive markets, notebook computer bearings, and fitness equipment products. | Continued development of new products |

## B. Results of R&D

The company's results of R&D in 2024 are as followed :

Mainly LCD monitor and LCD TV support frame, expandable bracket structure, display lifting device and constant force spring module, hinge and display support device, liftable support device, linkage support device, adjustable loading mechanism, rotatable support frame, strain relief kit, liftable support device, thin carrier plate, support frame, cable management, sucked supporting device, quick releasing hinge model and pivoting device, etc.

### 5.1.4 Long-Term and Short-term Business Development Plan

#### (1) Short-term development plan

##### A. Production policy and R&D

- (A) Invest in appearance treatment equipment to increase value added of the products.
- (B) Develop thin, small, strong structure and special appearance stand to meet the needs for gaming market.
- (C) Expand automatic product market, create new energy of revenues
- (D) Increase the number of parts produce in house to enhance the competitiveness.
- (E) Establish safety stock system, decrease the risk of raw materials supply, and more efficient stock cost.

##### B. Operation and management strategy

- (A) Integration of group resources, increase the scope of product application, gradually raise operation scale of the group
- (B) Implement a lean management system, to maximize the group's logistic, talents and information.

##### C. Financial strategy

- (A) Provide immediate and accurate management information as a reference for decision making
- (B) Properly use financial instruments to reduce exchange rate risks and

minimize the impact of exchange rate fluctuation.

D. Marketing strategy

- (A) Provide clients with in house design to incorporate our design concepts into new products.
- (B) Cultivate sales talent for international business with the aim to win new orders.

(2) Long-term development plan

A. Production policy and R&D

- (A) Develop micro-hinge components. 360-Degree rotating pivots and advanced die casting in response to future trends.
- (B) Develop small, thin and lightweight stand products and promote to clients.
- (C) Produce self-made components in a composite process to reduce the number of parts and improve quality and efficiency.

B. Operation and management strategy

- (A) Cultivate potential management trainee and build group's talent pool.
- (B) Using information management system to identify misconducts, improve and to track the progress.

C. Financial strategy

- (A) Under the principle of stable financial leverage and financial risk to use funds acquire moderate returns.
- (B) Using cost analysis and manage information effectively to support the company's decision making.
- (C) Integrate horizontal and vertical resources, expand the group's scale through strategical investment or merger and acquisition.
- (E) Utilize global layout, actively add overseas production bases, diversify supply risk.

D. Marketing strategy

- (A) Based on our research and development advantages, we will improve customer dependency and to maintain long-term relationships
- (B) Develop high-end or special applications to increase revenue and profitability.

## 5.2 Overview of Market, Production and Sales Market Analysis

### 5.2.1 Market analysis

(1) Sales and markets of main products and services

The company's sales are mostly international order. The status of sales for most recent two years :

unit : NT\$ in thousands ; %

| Region                | Year | 2023      |        | 2024      |        |
|-----------------------|------|-----------|--------|-----------|--------|
|                       |      | Amount    | %      | Amount    | %      |
| International Sales   |      | 8,391,125 | 95.68  | 9,052,462 | 96.26  |
| Domestic Sales        |      | 378,412   | 4.32   | 351,609   | 3.74   |
| Net operating revenue |      | 8,769,537 | 100.00 | 9,404,071 | 100.00 |

(2) Market Share

A. Stand product

The stand products of the company include LCD monitor stand, LCD TV Stand and AIO computer stand. Based on the professional statistical institution, it is estimated that the market share of each product of the company

is as follows. The company's clients are the world's major LCD display system assembly companies such as TPV, L&T Display, Foxconn, Wistron, Qisda, Pegatron and other LCD TV brand manufacturers such as Sony, Funai, etc. The market demand for this product still has a stable quantity, and it is developing toward a light, thin, large size trend. With the competitive advantage of the company, it is expected to have room for market share of high-end stand and hinge products with steering functions to be increased.

According to statistics from professional research institutions, global LCD monitor shipments in 2024 totaled approximately 128 million units, of which the Company achieved a market share of approximately 15.06%. In the e-sports LCD monitor segment, 2024 global shipments amounted to around 23.3 million units, with the Company holding approximately 11.1% of the market. Global LCD television shipments in 2024 reached approximately 208.83 million units, and the Company's share was about 0.62%. All-in-One PC shipments worldwide in 2024 were approximately 12.3 million units, representing a Company market share of roughly 16.22%. Over the next several years, global LCD monitor shipments are expected to remain in the range of 120 to 130 million units annually.

#### B. Molds

At present, most of the domestic manufacturers of plastic injection molds have a small scale of operation. Since establishment, the company view us as professional mold factory has been committed to the development of mold technology and production efficiency. We spared no effort to cultivate many long-term cooperative customers by developing new technology and new applications. Our product quality and technology have been affirmed by our clients

According to data published by the Research and Development Office of the Taiwan Mold Industry Association, the domestic total mold production value for Fiscal Year 2024 was approximately NT\$47.7 billion. The Company's plastic-mold revenue for Fiscal Year 2024 amounted to approximately NT\$24 million. Based on these figures, the Company's share of the plastic-mold market remains modest, indicating significant potential for future growth.

### (3) Future Market Demand and Growth

#### A. Stand products

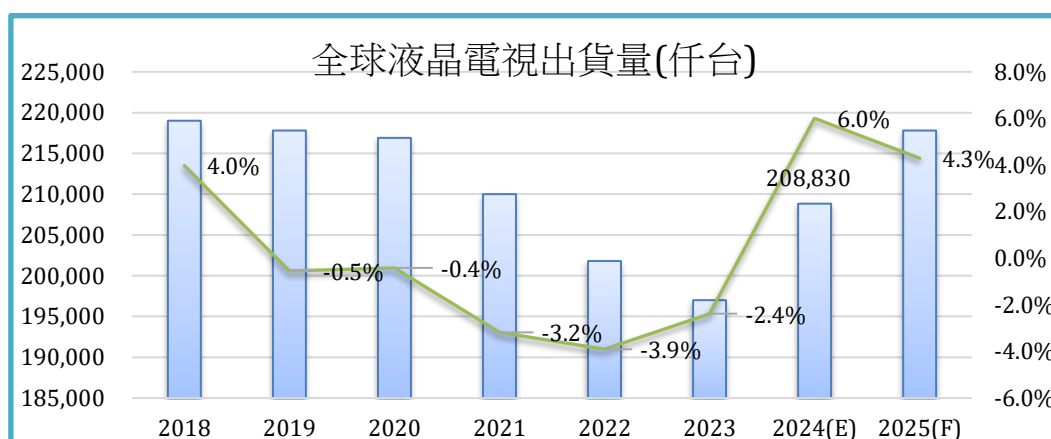
The stand and hinge products produced by the company are mainly used in LCD monitors, LCD TVs and AIO computers. The future development of LCD monitors, LCD TVs and AIO computers is as follows:

According to statistics from professional institutions, the estimated global shipment volume of LCD monitors in 2025 is 131,000 thousand units. The estimated global shipment volume of LCD TVs in 2025 was originally 217,800 thousand units. The estimated global shipment volume of AIO computers in 2025 is 13,000 thousand units. Based on the above statistics, it can be observed that the projected global shipment volumes for LCD monitors, LCD TVs, and AIO computers in the upcoming year are approximately 131 million units, 218 million units, and 13 million units, respectively, indicating a contraction in market demand.

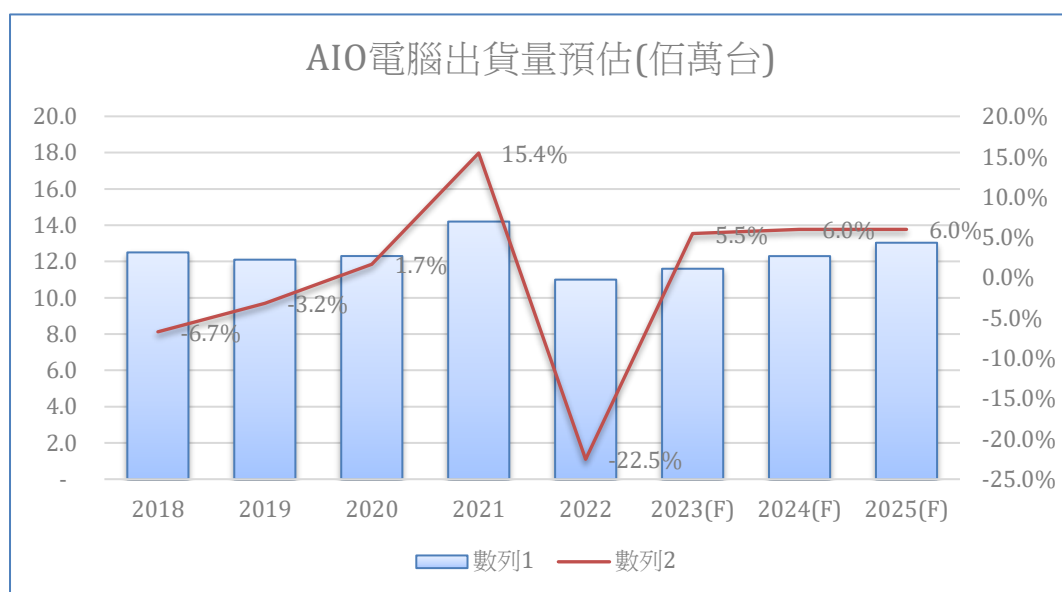
Estimated Global LCD Monitor Shipment (in million unit)



Estimated Global LCD TV Shipment (in thousands)



Estimated Global AIO Computer Shipment (in million)



source : Wits View

B. Molds



According to research data from the Taiwan Mold & Die Industry Association, Taiwan's mold industry has a mature and stable annual output value of approximately NT\$40-50 billion. Our company has established mold production facilities in locations close to our customers to meet the needs for molds and plastic injection products for both our customers and internal group use, thereby achieving timely delivery services.

unit : NT\$ in hundred million

| Item   | Output Value | Export Value | Import Value | Domestic Demand | Demand Growth | Export Ration | Ratio of Dependence on Import | Self-Sufficiency Rate |
|--------|--------------|--------------|--------------|-----------------|---------------|---------------|-------------------------------|-----------------------|
| (Year) | A            | B            | C            | D=A-B+C         | E             | F=B/A         | G=C/D                         | H=1-G                 |
| 2006   | 550.4        | 191.5        | 44.3         | 403.2           | 3.73%         | 34.79%        | 10.99%                        | 89.01%                |
| 2007   | 566.6        | 185.9        | 60.9         | 441.6           | 9.52%         | 32.81%        | 13.79%                        | 86.21%                |
| 2008   | 495.6        | 191.2        | 55.7         | 360.1           | -18.46%       | 38.58%        | 15.47%                        | 84.53%                |
| 2009   | 386.2        | 125.7        | 24.0         | 184.5           | -48.7%        | 32.55%        | 13.0%                         | 87%                   |
| 2010   | 458.4        | 143.8        | 29.9         | 344.5           | 86.7%         | 31.37%        | 8.68%                         | 91.32%                |
| 2011   | 469.3        | 149.1        | 28.1         | 348.3           | 1.10%         | 31.78%        | 8.1%                          | 91.9%                 |
| 2012   | 468.2        | 155.6        | 32.4         | 345.0           | -0.95%        | 33.23%        | 9.39%                         | 90.61%                |
| 2013   | 456.4        | 146.7        | 26.4         | 336.1           | -2.6 %        | 32.14 %       | 7.85 %                        | 92.15 %               |
| 2014   | 470.3        | 168.5        | 29.2         | 331.0           | -1.5 %        | 35.83 %       | 8.82 %                        | 91.18 %               |
| 2015   | 487.1        | 156.1        | 28.2         | 359.2           | 8.5%          | 32.05%        | 7.85%                         | 92.15%                |
| 2016   | 449.1        | 150.0        | 25.9         | 325.0           | -9.5%         | 33.4%         | 7.97%                         | 92.03%                |
| 2017   | 437.9        | 149.9        | 25.7         | 313.7           | -3.4%         | 34.2%         | 8.19%                         | 91.81%                |
| 2018   | 455.0        | 145.4        | 30.8         | 340.4           | 8.5%          | 32.0%         | 9.04%                         | 90.96%                |
| 2019   | 421.0        | 129.8        | 26.8         | 318.0           | -6.6%         | 30.8%         | 8.42%                         | 91.58%                |
| 2020   | 401.0        | 95.9         | 25.8         | 330.9           | -4.75%        | 23.92%        | 7.80%                         | 92.20%                |
| 2021   | 525.0        | 124.4        | 29.2         | 429.8           | 29.88%        | 23.69%        | 6.79%                         | 93.21%                |
| 2022   | 442.3        | 115.0        | 31.6         | 358.9           | -16.50%       | 26%           | 8.80%                         | 91.20%                |
| 2023   | 542.2        | 110.0        | 28.4         | 460.6           | 28.34%        | 20.29%        | 6.17%                         | 93.83%                |
| 2024   | 476.6        | 115.0        | 31.6         | 393.2           | -14.63%       | 24.13%        | 8.04%                         | 91.96%                |

source : Taiwan Die & Mold Industry Association and synthesized by the company

The company's plastic injection molds are mainly used for the shells of LCD monitors and LCD TV. According to a professional statistical agency, in the next few years, the global LCD monitors and LCD TV shipments will be around 130 million units and 200 million units respectively. Moreover, the LCD monitors and the TV shells are still mainly made of plastic. Since the development of new products requires the cooperation from the molds, the demand for plastic injection molds can maintain stable growth.

#### (4) Competitive Niche

##### A. Solid Technical Experience and Development Integration

The company has been deeply involved in the development of LCD monitor stands and hinge products for many years, accumulating a significant number of patents and technical expertise. We specialize in developing products with high structural strength and multi-axis rotation capabilities, which has positioned our company favorably in securing orders from major international manufacturers.

##### B. Provide Services Near the Clients

The company has established long-term and stable partnerships with international brands and system integrators. We have cultivated a deep level of cooperation and understanding with them. In recent years, we have been actively expanding our production bases globally, allowing us to accommodate the

customer's needs by adjusting production line configurations at any time. This enables us to provide comprehensive services to customers worldwide.

C. Timely Delivery in Line with Client Policy

In terms of the stand products, closely cooperating with the system assembly manufacturer, the company can complete the shipment within five days after the client's orders, which meets the customer's zero inventory policy and timely on-line assembly needs.

(5) Advantages, Disadvantages and Countermeasures of Developing Prospects

A. Advantages

(A) R&D with resources, patents, inventions and leading technology

In terms of stand products, the company has the industry's largest patent base for display stands and hinges. International brands and system assemblers collaborate to develop new design structures, also, the company design potential products for clients to reduce client design costs. In terms of mold products, the company focuses on the development of material-saving. In addition to meeting customer needs, it can also supply demand within the group to reduce production costs.

(B) Expand the scope of products to create growth energy of revenues

The Company integrated the group's resources, increased the scope of product sale to expand the Company's scale and diversify operation risk through the policies of strategical investment, merger and acquisition. This was exactly the strategy followed by the Company in 2019 and in 2020, respectively, with its investments in GATETECH TECHNOLOGY INC. and LEOHAB ENTERPRISE CO., LTD.

(C) Stable orders from international brands

Owning the patented technology of the stands, the company can provide prompt service for the development, testing and mass production of the entire products. This saves the research and development costs for the customer. At present, most of the major customers are international brand manufacturers or system assembly manufacturers which have long-term cooperation with the company. This advantage is an important factor for the company to grow steadily.

(D) Overseas Capacity Expansion

To mitigate geopolitical risks, Syncmold has expanded production capacity in Vietnam, Thailand, and other strategic locations, thereby accommodating customer order transfers and enhancing supply-chain resilience.

B. Disadvantages and Countermeasures

(A) Higher costs due to fluctuations in raw material prices

The LCD display stand, hinge and molds are mainly made from special steel, galvanized steel, plastic pellet, spring, aluminum alloy, zinc alloy, iron (stainless steel) tube, etc. In recent years, the price of raw materials has increased significantly, resulting in increased material costs for the company.

Countermeasures :

The company absorbs the cost at the initial price increase of the raw material or reduces the material cost by purchasing in large quantities. When the raw materials rise to a long-term trend and exceed the company's affordable range, the company negotiates a reasonable increase to reflect the cost of the raw materials. For parts or appearances that require a large amount of demand or high added value, the company is committed to providing customers with a more complete service.

(B) Higher labor cost and insufficient manpower

Since the implementation of the Labor Contract Law in mainland China, the basic salary of labor has been raised year by year, resulting in a significant increase in labor costs. Due to the shortage of labor, there have been frequent shortages of manpower and affected the production.

Countermeasures :

The company take labor cost in to consideration into quote. The company also committed to simplify product design and production process, expand automatic production equipment to reduce the dependence on labor and reduce the impact of rising labor costs.

(C) Price competition by peers and intense market competition

Due to the intense competition in the market, it will adversely affect the business expansion and profitability.

Countermeasures :

The scale of operation and efficiency of the peers are not as good as the company. The company has a large purchasing advantages and self-made parts to reduce costs. The company will continue to target high-value-added services and lock in high-end product markets to reduce the impact of peer-to-peer price competition.

(D) United States Tariff Policy

From 2025, the United States will implement comprehensive global tariff measures, which may elevate product costs and adversely affect competitiveness and profitability.

Countermeasures :

Diversified Production Footprint: Establish and expand manufacturing capacity in Vietnam, Thailand, and other strategic locations to reduce reliance on any single market and thereby mitigate tariff impacts.

Product Upgrades and Value-Added Offerings: Develop and commercialize high-value products—such as foldable-screen solutions and ground-segment equipment for low-Earth-orbit satellite systems—to enhance competitive positioning and reduce price sensitivity.

## 5.2.2 Function and Production Process of Products

### (1) Important function of the products

#### A. Stand products

The company's stand and hinge products are mainly used in LCD monitor, LCD TV and AIO computer as an important component to support the display and assist its rotation (steering). In addition to the basic structural strength to support and connect the LCD display, it is also design for multi-steering functions such as front tilting, left and right rotation, up and down lifting, and clockwise (counterclockwise) rotation according to different requirements of high-value-added products.

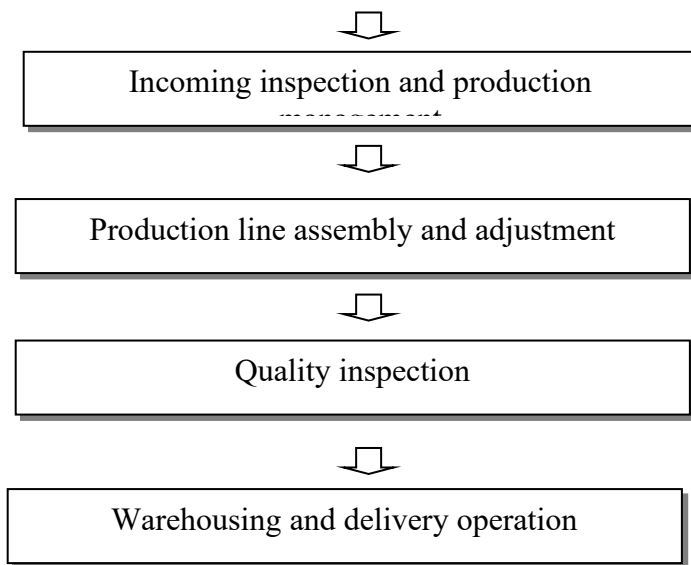
#### B. Molds

The company produces plastic injection molds for the outer shell or components of LCD monitors, LCD TVs and other products.

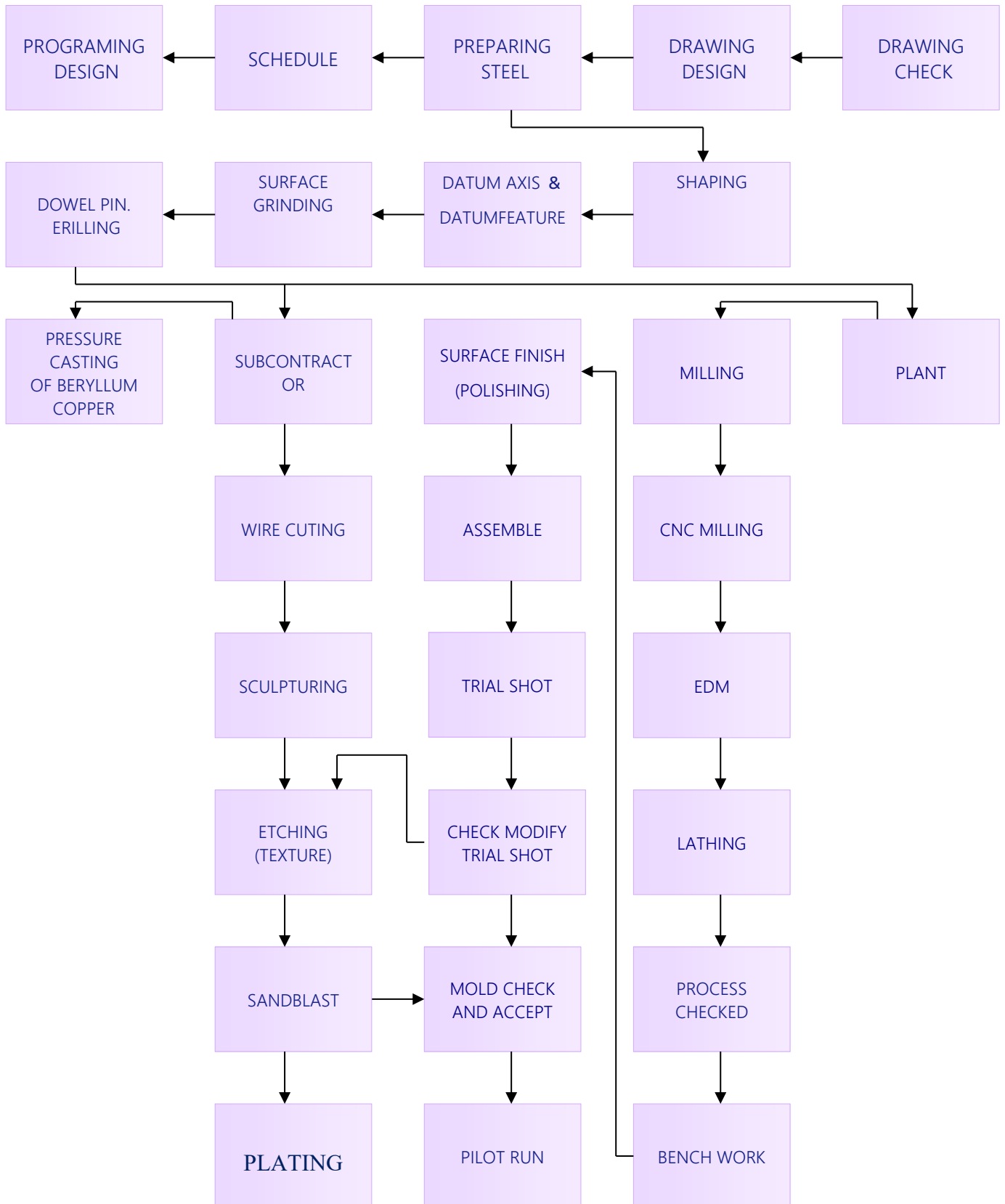
### (2) Production Process

#### A. Stand products

|                                                                                          |
|------------------------------------------------------------------------------------------|
| Processing and inspection of stampings, die castings, plastic parts, springs and washers |
|------------------------------------------------------------------------------------------|



## B. Molds



### (3) Supply of Main Raw Materials

#### (A) Stand products

The main raw materials of the company's stand and hinge products are steel plates, aluminum alloys, zinc alloys, plastic pellets, washers, springs, shafts, screws, etc. Those are bulk commodities with prices available in the open market. There is no special or monopoly situation. Therefore, the company does not have a long-term supply contract with the supplier. Each of the main raw materials maintains at least two suppliers, which can effectively control the quality and price level of raw materials, also, other related risks such as excessive concentration of purchases can be effectively reduced.

#### (B) Molds

The main raw materials of the company's plastic injection molds are special steels and other components. Due to their wide variety of specifications, hardness, material properties and requirements from clients, the company has not signed a long-term supply contract with the supplier. The main raw materials are maintained at least two suppliers and the supply of goods can be fully obtained. Therefore, there is still no over-concentration of supply, and the price and quality can be reasonably stable.

### (4) List of Major Supplier and Clients

(A) The name, purchase amount, and ratio of the suppliers accounted for over 10% of the total purchase in one of the last two years, and the reason for the changes in purchase : The suppliers of the company are extremely diversified and there are suppliers with more than 10% of total purchase.

(B) The name, sale amount, and ratio of the customers accounted for over 10% of the total sale in one of the last two years, and the reason for the changes in sales :

unit : NT\$ in thousands ; %

| Year<br>Rank | 2023      |           |                               |                              | 2024      |           |                               |                              | 2025 Q1   |           |                               |                              |
|--------------|-----------|-----------|-------------------------------|------------------------------|-----------|-----------|-------------------------------|------------------------------|-----------|-----------|-------------------------------|------------------------------|
|              | Name      | Amount    | Ratio to Annual Net Sales (%) | Relationship with the issuer | Name      | Amount    | Ratio to Annual Net Sales (%) | Relationship with the issuer | Name      | Amount    | Ratio to Annual Net Sales (%) | Relationship with the issuer |
| 1            | Company A | 2,194,566 | 25.02                         | None                         | Company A | 1,963,783 | 20.88                         | None                         | Company A | 395,441   | 17.63                         | None                         |
| 2            | Company B | 688,739   | 7.85                          | None                         | Company B | 764,056   | 8.12                          | None                         | Company B | 211,789   | 9.44                          | None                         |
| 3            | Company C | 622,494   | 7.10                          | None                         | Company C | 668,651   | 7.11                          | None                         | Company C | 196,562   | 8.76                          | None                         |
|              | Other     | 5,263,739 | 60.03                         | -                            | Other     | 6,007,581 | 63.89                         | -                            | Other     | 1,439,406 | 64.17                         | -                            |
|              | Net Sales | 8,769,538 | 100.00                        |                              | Net Sales | 9,404,071 | 100.00                        |                              | Net Sales | 2,243,198 | 100.00                        |                              |

There are no major changes in the major clients ranking.

### 5.3 Information About Of Employee

Unit : People ; %

| Item              |                              | Year | 2023   | 2024   | As of March 31,2025 |
|-------------------|------------------------------|------|--------|--------|---------------------|
| No. of Employee   | Direct Staff                 |      | 27     | 0      | 0                   |
|                   | Indirect Staff               |      | 123    | 119    | 123                 |
|                   | R&D Staff                    |      | 71     | 69     | 68                  |
|                   | Total                        |      | 221    | 188    | 191                 |
| Average age       |                              |      | 41.89  | 42.32  | 42.40               |
| Average seniority |                              |      | 7.58   | 9.00   | 9.04                |
| Academy Ratio (%) | Master and above             |      | 9.05%  | 11.17% | 12.04%              |
|                   | College                      |      | 71.04% | 82.45% | 81.68%              |
|                   | Senior High School and Below |      | 19.46% | 6.38%  | 6.28%               |

### 5.4 Expenditures On Environment Protection

The amount of penalty/fine (including compensation) imposed due to environmental pollution in the most recent year and up to the publication of the annual report, countermeasures and potential expenditures: None

### 5.5Employee/Employer Relation

5.5.1The company's various employee welfare measures, training, retirement system and its implementation status, as well as the agreement between labor and management and the maintenance measures of various employee rights :

#### (1) Welfare measures for employees

The company has always adhered to the business philosophy of steady and sustainable development and pay great attention to employee welfare. Established the Staff Welfare Committee in 2004 and provided monthly benefits. The Welfare Committee arranged activities to promote various welfare measures for employees. The welfare offerings by the Welfare Committee are as follows:

- (a)The company provides and pays for group insurance for all employees providing employee accidents and medical insurance.
- (b) Emergency relief funds for employees faced accidents
- (c) Employee wedding, birthday gift and funeral condolence payments etc.
- (d) Hold various outdoor activities (travel, dinner party)
- (e) Regular health check and medical consultation
- (f) Holiday bonus or gifts
- (g)Formulated the “Measures for Employee Child Care Subsidy” to provide employee childcare subsidies every year to reduce the burden for employees in 2017.
- (h) Regularly organize domestic and international employee retreats and provide travel subsidies.
- (i) Implement a flexible working-hours system for commuting.
- (j) Establish dedicated lactation rooms to offer employees a private and secure space for breastfeeding or milk expression.

(2) Career Development and Training for Employees

In order to improve the quality and work skills of employees, enhance work efficiency and quality, the company has implemented pre-employment guidance education for new employees. Internal education training is irregularly scheduled for all employees. Also, employees are selected to implement external education and training according to their specialties. By doing so, we hope to cultivate outstanding professional talents, improve operational performance and effectively developing human resources.

(3) Retirement System:

The Company has established an employee retirement measure in accordance with the Labor Standards Law. According to the provisions, the pension payment is calculated based on the employee's service years and the average salary of the six months prior to retirement. The company provides monthly retirement reserve according to regulations and is administered by the Labor Retirement Reserve Supervision Committee and deposited in the Central Trust Office in the name of the committee. Since the implementation of the "Labor Pensions Measure" on July 1, 2005, a 6% pension has been paid for employees who choose to apply the measure.

(4) Agreement between labor and management and various employee rights

The company has always adhered to the harmony of labor-management. All operations are in accordance with the norms of the Labor Standards Law. Regular labor-management meetings are held. The internal communication channels are smooth. So far, there have been no major labor disputes.

5.5.2 Loss suffered from labor disputes in the latest year and up to the printing date of this Annual Report :

(1) Loss suffered by the company in recent years due to labor disputes :

The company has not caused losses due to labor disputes since establishment.

(2) Estimated amount and countermeasures that may occur in the future

Under the current system and regular labor-management meetings in accordance with the law to enhance the exchange of views between employers and employees, the possibility of losses due to labor disputes in the future is extremely low.

5.6 Information Security Management:

To strengthen the Company's information and communication security (ICS) governance and reduce potential cybersecurity risks, dedicated resources have been allocated to implement relevant management practices and establish a comprehensive protection framework. Details are as follows:

1. **Information Security Organization and Staffing**

To ensure the security of the Company's hardware, software, and internet infrastructure, the Chairman has appointed one ICS Officer and two ICS personnel from the IT Department. This dedicated team is responsible for supervising and coordinating internal information security matters, including the formulation and execution of security policies, real-time incident reporting, and emergency response mechanisms to maintain a stable and secure IT environment.

2. **Information Security Training and Internal Control Enhancement**

To mitigate risks arising from human error, ICS personnel regularly organize and conduct information security training and awareness programs. These initiatives aim to enhance employees' understanding and awareness of



cybersecurity issues, ensuring compliance and safety in day-to-day operations.

3. **Resource Investment Overview**

In 2024, the Company invested in various information security measures to strengthen its defense capabilities, including:

- **Vulnerability Scanning Operations:** NT\$220,000 was invested to conduct regular scans and risk assessments of internal systems, enabling early detection and mitigation of potential threats.
- **Social Engineering Drills:** NT\$50,000 was allocated to simulate phishing and impersonation attacks, thereby improving employees' ability to identify and respond to social engineering threats.
- **Antivirus System Procurement:** NT\$450,000 was invested in acquiring advanced antivirus and endpoint protection software to enhance the overall resilience of the Company's information systems.

4. **Continuous Review and Improvement**

The Company will continue to review the adequacy of its information security framework and technical configurations based on risk assessments and operational needs. Performance results will be regularly reported to senior management to ensure transparency and continuity in cybersecurity governance.

For detailed information on the Company's information security risk management framework, please refer to our official website:  
([https://www.syncmold.com.tw/item\\_information\\_security\\_2018.html](https://www.syncmold.com.tw/item_information_security_2018.html))

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5.7 Important Contracts and Agreements: None.

## VI、 Review of Financial Conditions, Operating Performance, and Risk Management

### 6.1 Review and Analysis of Financial Conditions

The main reasons and impact for significant changes in assets, liabilities and shareholders' equity in the last two years (the amount of change is more than 10%, and the amount is up to 1% of the total assets of the year), and if the impact is significant to the future, it should be explained

unit : NT\$ in thousands

| Item                                                                                                                                                                                              | Year | 2024       | 2023       | Differences |          |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|------------|------------|-------------|----------|
|                                                                                                                                                                                                   |      |            |            | amount      | %        |
| Cash and cash equivalents                                                                                                                                                                         |      | 3,700,938  | 3,233,289  | 467,649     | 14.46    |
| Current Financial Assets at Fair Value through Profit or Loss                                                                                                                                     |      | 1,169,232  | 1,164,114  | 5,118       | 0.44     |
| Financial assets at amortized cost - current                                                                                                                                                      |      | 1,253,718  | 806,238    | 447,480     | 55.50    |
| Notes receivable                                                                                                                                                                                  |      | 186,231    | 200,860    | (14,629)    | (7.28)   |
| Accounts receivables (Net)                                                                                                                                                                        |      | 2,497,930  | 2,381,274  | 116,656     | 4.90     |
| Inventory (Net)                                                                                                                                                                                   |      | 811,250    | 734,463    | 76,787      | 10.45    |
| Current assets                                                                                                                                                                                    |      | 296,572    | 236,990    | 59,582      | 25.14    |
| Other Current assets                                                                                                                                                                              |      | 9,915,871  | 8,757,228  | 1,158,643   | 13.23    |
| Investment under equity method                                                                                                                                                                    |      | 188,702    | 175,055    | 13,647      | 7.80     |
| Property, plant, and equipment                                                                                                                                                                    |      | 2,021,580  | 2,097,860  | (76,280)    | (3.64)   |
| Goodwill                                                                                                                                                                                          |      | 324,597    | 324,597    | -           | -        |
| Prepayments for equipment                                                                                                                                                                         |      | 51,665     | 12,213     | 39,452      | 323.03   |
| Total assets                                                                                                                                                                                      |      | 13,180,799 | 12,045,377 | 1,135,422   | 8.61     |
| Current liabilities                                                                                                                                                                               |      | 4,411,530  | 4,452,353  | (40,823)    | (0.92)   |
| Noncurrent liabilities                                                                                                                                                                            |      | 692,789    | 557,569    | 135,220     | 24.25    |
| Total liabilities                                                                                                                                                                                 |      | 5,104,319  | 5,009,922  | 94,397      | 1.88     |
| Capital stock                                                                                                                                                                                     |      | 1,442,686  | 1,237,258  | 205,428     | 16.60    |
| Additional paid-in capital                                                                                                                                                                        |      | -          | 170,511    | (170,511)   | (100.00) |
| Capital Surplus                                                                                                                                                                                   |      | 3,371,549  | 3,180,597  |             |          |
| Retained earnings                                                                                                                                                                                 |      | 3,189,456  | 2,742,833  | 190,952     | 6.00     |
| Other equity                                                                                                                                                                                      |      | (272,779)  | (619,827)  | 446,623     | 16.28    |
| Equity attributable to owners                                                                                                                                                                     |      | 7,730,912  | 6,711,372  | 347,048     | 55.99    |
| NON-CONTROLLING INTERESTS                                                                                                                                                                         |      | 345,568    | 324,083    | 1,019,540   | 15.19    |
| Total equity                                                                                                                                                                                      |      | 8,076,480  | 7,035,455  | 21,485      | 6.63     |
| Analysis and description will be given only if the increase/decrease in ratio reaches 10% and amount reaches one percent of total asset in the current year :                                     |      |            |            |             |          |
| 1. Increase in Current Financial Assets Measured at Amortized Cost: Primarily driven by an increase in time deposits with maturities exceeding three months during Fiscal Year 2024.              |      |            |            |             |          |
| 2. Increase in Non-current Liabilities: Mainly attributable to the rise in deferred tax liabilities recognized in Fiscal Year 2024.                                                               |      |            |            |             |          |
| 3. Decrease in Share Subscription Received in Advance: Resulting from the full conversion of the Company's bonds and completion of the corresponding equity registration during Fiscal Year 2024. |      |            |            |             |          |
| 4. Increase in Other Equity: Largely due to unrealized foreign-currency translation gains recorded in Fiscal Year 2024.                                                                           |      |            |            |             |          |

## 6.2 Review and Analysis of Financial Performances

6.2.1 The main reasons for the significant changes in the operating revenue, operating net profit and pre-tax net profit and the expected sales volume and its basis in the last two years, the possible impact on the company's future financial business and the corresponding plan:

### Comparison Analysis of Operating Results

unit : NT\$ in thousands

| Item                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Year | 2024      | 2023      | Amount change | Percentage change (%) |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|-----------|-----------|---------------|-----------------------|
| Operating income                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |      | 9,404,071 | 8,769,537 | 634,534       | 7.24                  |
| Operating cost                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |      | 6,666,063 | 6,831,797 | (165,734)     | 2.43                  |
| Gross profit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |      | 2,738,008 | 1,937,740 | 800,268       | 41.30                 |
| Operating expense                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |      | 1,364,419 | 1,157,368 | 207,051       | 17.89                 |
| Operating profit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |      | 1,373,589 | 780,372   | 593,217       | 76.02                 |
| Non-operating income and expense                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |      | 278,911   | 230,087   | 48,824        | 21.22                 |
| Net income before tax                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |      | 1,652,500 | 1,010,459 | 642,041       | 63.54                 |
| Income tax expense                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |      | 598,856   | 372,892   | 225,964       | 60.60                 |
| Net income                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |      | 1,053,644 | 637,567   | 416,077       | 65.26                 |
| other comprehensive profit and loss                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |      | 364,574   | (100,309) | 464,883       | 463.45                |
| total comprehensive net income                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |      | 1,418,218 | 537,258   | 880,960       | 163.97                |
| Analysis and description will be given only if the increase/decrease in ratio reaches 20%:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |      |           |           |               |                       |
| <ol style="list-style-type: none"> <li>1. Increase in Gross Profit, Operating Profit, Pre-tax Profit, and Net Profit: Primarily driven by a recovery in market demand during Fiscal Year 2024 and the realized benefits of our high-value product deployment strategy, which led to higher operating revenues.</li> <li>2. Increase in Non-operating Income and Expenses: Mainly attributable to higher interest income and net foreign-currency exchange gains recognized in Fiscal Year 2024.</li> <li>3. Increase in Other Comprehensive Income: Largely due to NT\$358,567 thousand of translation adjustments arising from the conversion of foreign operating-unit financial statements in Fiscal Year 2023.</li> </ol> |      |           |           |               |                       |

6.2.2 Forecasted sales in the coming year and its basis and main factors affecting expected sales volume to continuously grow or decline

The company has not prepared financial forecasts for Fiscal Year 2025. However, according to IDC projections, the global PC monitor market is expected to grow by 2.3% in 2025. Accordingly, the Company anticipates an expansion in market demand in 2025, leading to a modest increase in the sales volume of LCD monitor stands.

### 6.3 Review and Analysis of Cash Flow

Analysis of recent annual cash flow changes, improvement of liquidity and cash analysis in the coming year:

#### 6.3.1 Analysis of changes in cash flow in recent year (2024) - consolidated financial statements

| Cash balance – beginning | Annual net cash flow from operating activities | Annual net cash flow from other activities | Impacts by exchange rate | Cash balance | Contingency plans for insufficient cash |                |
|--------------------------|------------------------------------------------|--------------------------------------------|--------------------------|--------------|-----------------------------------------|----------------|
|                          |                                                |                                            |                          |              | Investment Plan                         | Financial Plan |
| 3,233,289                | 1,451,052                                      | (1,093,871)                                | 110,468                  | 3,700,938    | -                                       | -              |

(1) Net cash in-flows of operating activities included mainly the net operating profit, depreciated non-cash activity expenditure, and cash in-flows from accounts receivable of the Company.

(2) Net cash out-flows of investing activities are mainly the results of cash out-flows associated with the acquisition of financial assets and right-of-use assets.

(3) Net cash out-flows of fund-raising activities are mainly the repay short-term borrowings and issuance of cash dividends.

#### 6.3.2 Analysis of Cash Liquidity for the coming year (2025)

| Cash balance in the beginning of the year | Net cash flow from operating activities throughout the year | Annual net cash flow | Cash balance at the end of the year | Remedial measures for insufficient cash |                |
|-------------------------------------------|-------------------------------------------------------------|----------------------|-------------------------------------|-----------------------------------------|----------------|
|                                           |                                                             |                      |                                     | Investment Plan                         | Financial Plan |
| 3,700,938                                 | 1,366,788                                                   | (1,147,087)          | 3,920,639                           | -                                       | -              |

Improvement plan for insufficient liquidity: The company responds to the funding situation by borrowing or other financing methods.

### 6.4 Major Capital Expenditures In Recent Years And Impacts On Financial And Operational Situations

In September 2018, the board of directors approved the investment plan of Syncmold (Vietnam), and in order to meet the needs of the ensuing engineering construction, plant decoration, equipment capital expenditure and working capital, the board of directors approved the expansion in May 2011. The total investment plan amounted to USD 25 million. From September 2018 to December 2011, it invested in Xinjin (Vietnam) successively, and the actual accumulated investment amounted to about NT\$570,700,000 (US\$20 million) for construction. The production base in Southeast Asia and the construction of the second production base other than China have a positive impact on the financial business of the Company.

### 6.5 Investment Policies in Recent Years

#### 6.5.1 The most recent annual investment policy

Using the company's research and development advantages on the basis of existing technologies and related industries, the investment policy focuses on areas that can increase revenues, enter new product domain or develop vertical integration.

#### 6.5.2 The main reason for its profit or loss, the improvement plan

The Company recognized investment income from each of its subsidiaries overseas in 2024, which was worth NTD 853,551 thousand mainly because of the

increase in raw material prices and freight costs of subsidiaries in mainland China, which compressed product profits. In the future, it will stabilize existing customers and continue to develop new customers and sales plans for product transformation.

#### 6.5.3 The investment plan for the next year

The company will continuously research and develop new technologies and products, striving to increase market share and improve pricing for its clients. Additionally, in response to the recent market demand slowdown and destocking by customers, the company plans to optimize its manufacturing facilities, adjust production structures, reduce costs, and enhance efficiency in order to maintain stable operational growth.

### 6.6 Sources of Risks and Evaluations

#### 6.6.1 The impact of interest rates, exchange rate changes, and inflation associated with the company's profit and future corresponding measures

- (1) The impact of changes in interest rates associated with the company's profit in the most recent fiscal year and till printing date of annual report and the future corresponding measures

##### A. Impact :

Unit : NT\$ in thousands ; %

| Item / Year          | 2024      | 2025 Q1 |
|----------------------|-----------|---------|
| Interest Expense(A)  | 46,491    | 12,350  |
| Income before tax(B) | 1,652,500 | 282,818 |
| (A)/ (B)             | 2.81%     | 4.37%   |

The company's interest expenses mostly due to short-term bank loans.

##### B. Future corresponding measures :

Taking overall funds and operation condition into consideration, the company will conduct short-term loans with banks adopting floating interest rate if there is need.

- (2) The impact of exchange rate changes on the company's profit and loss in the most recent year and the end of the annual report and future countermeasures

##### A. Impact :

Unit : NT\$ in thousands ; %

| Item/year                     | 2024      | 2025 Q1   |
|-------------------------------|-----------|-----------|
| Exchange gains and losses (A) | 110,008   | 13,872    |
| Operating income(B)           | 9,404,071 | 2,243,198 |
| Income before tax(C)          | 1,652,500 | 282,818   |
| (A)/ (B)                      | 1.17%     | 0.62%     |
| (A)/ (C)                      | 6.66%     | 4.90%     |

The company's product sold domestically and internationally. As a result, we retained revenue with foreign currency for the purchasing payment to achieve currency hedging and reduce exchange rate risks.

In Fiscal Year 2024, the exchange gain accounted for 1.17% of operating revenue and 6.66% of pre-tax profit, primarily due to the significant appreciation of the U.S. dollar against the Renminbi. In the first quarter of Fiscal Year 2025, the exchange gain represented 0.65% of operating revenue and 0.62% of pre-tax

loss, likewise driven by U.S. dollar appreciation against the Renminbi. The Company will continue to closely monitor both short- and long-term exchange-rate movements and strengthen foreign-currency risk management to mitigate the impact of currency fluctuations on its profitability.

**B. Future corresponding measures :**

In order to effectively reduce the impact of exchange rate changes on revenue and profit, the company adopted the following measures: a. actively collect exchange rate information to fully grasp exchange rate changes; b. consider the impact of exchange rate changes in quotation; c. retain foreign currency position appropriately from sales revenue in supporting foreign currency purchase expenditure; d. moderately pre-sale forwards on foreign exchange rate as hedging purpose within foreign currency sales revenue e. negotiate with suppliers to use foreign currency as source of payment. The above-mentioned measures are expected to lower impact on exchange rate volatility.

**(3) The impact of inflation on the company's profit and loss in the most recent year and the printing date of the annual report and the future countermeasures :**

In 2024, inflationary pressures eased, and the U.S. Federal Reserve reduced its policy rate by a total of 100 basis points. Economic growth is now projected to be robust; although inflation remains elevated above target, the pace of rate cuts has gradually slowed. Our company will continue to strictly control costs and expenses and strive to increase prices to mitigate inflation risks.

**6.6.2 The main reasons for the high-risk, high-leverage investment, funds loan to others, endorsement guarantee and derivative commodity trading, profit or loss and future response measures :**

The Company's fund loan to others and endorsement guarantees are handled in accordance with the Company's "Funding to Others Practice" and "Endorsement Guarantee Practice" which only for subsidiaries of 50% or more shareholding. The endorsement is performed in accordance with the contract signed by the credit bank and the guarantor's responsibility.

Transaction of derivative products are based on Securities and Futures Bureau "public company acquisition or disposition of assets handling guidelines" and Company's internal regulations with the aim to avoid market risks. Depending on the company's operating conditions and changes in market trends, the holdings and related hedging strategies are regularly evaluated and maneuvered.

**6.6.3 Future R&D plan and estimated R&D expenses in the future :**

In 2024, the Company invested NTD 203,984 thousand as its research and development expenditure, which accounts for around 2.17% of the revenue. Besides R&D and improvement of LCD monitors and LCD TV screen sockets, quite some efforts are devoted also to the improvement of the automation production technology and patents of multiple products were obtained in 2025, demonstrating benefits of the R&D unit. It is expected that around NTD 186,350 thousand will be invested in as R&D expenditure in 2025 to help continue with the development of new products and technologies and to enhance the competitive advantages of the Company.

**6.6.4 The impact of important domestic and international policies and regulatory changes associated with the company's business and the corresponding measures :**

The company pays close attention to the changes of important laws and policies

both at home and abroad and promptly proposes countermeasures. We did not affect by important policies and laws changes which had a significant impact on our business.

6.6.5 The impact of technological changes associated with the company's business and the corresponding measures :

The company always pays attention to the evolution of relevant technology in the industry, evaluates, researches and develops to meet the market trend. There have been no major technological changes in the most recent year, which have had a significant impact on the operations of the company.

6.6.6 The impact of corporate image change associated with corporate crisis management and corresponding measures :

The company has a dedicated spokesperson who is responsible for maintaining the relationship with the public and investors and establishing the company's image. Therefore, the company has not had any significant impact on the company due to changes in corporate image.

6.6.7 Expected benefits, potential risks and corresponding measure for M&A :

There have been no merger and acquisition activities by the Company in the recent fiscal year and up until the printing date of the annual report.

6.6.8 Expected benefits, potential risks and corresponding measure for plant expansion :

To accommodate customers' capacity expansion requirements, on November 8, 2024, the Board of Directors approved an investment plan for the Company's Thailand subsidiary to establish a long-term manufacturing base in Thailand. The Company intends to increase the total investment to USD 20 million to purchase land, construct a dedicated production facility, and reinforce working capital.

6.6.9 Potential risks and countermeasures associated with concentrated procurement and sales :

(1) risks of concentrated procurement

Non-applicable as the company does have concentrated procurement.

(2) risks of concentrated sales

Non-applicable as the company does have concentrated procurement.

6.6.10 Potential impact, risks, and corresponding measure on sales with significant number of shares from directors, supervisors and major shareholders with over 10% of shares : n/a

6.6.11 Potential impact, risks and corresponding measure on change of management right : The company does not encounter change of management right.

6.6.12 Disclosure of information of directors, supervisors, managers, major shareholders holding over 10% of outstanding shares and affiliates regarding on litigation or non-litigation which will impact shareholder equity or stock price : None.

(1) Ongoing Litigation or non-litigation which will impact shareholder equity or stock price in the most recent two years and till the printing date of annual report : None.

(2) Ongoing Litigation or non-litigation of directors, supervisors, managers, major shareholders holding over 10% of outstanding shares and affiliates which will impact shareholder equity or stock price in the most recent two years and till the printing date of annual report : None.

(3) The circumstances of the Article 157 of Securities Exchange Act and the current situation of the company treatment related to directors, supervisors, managers, major shareholders holding over 10% of outstanding shares in the last two years and the end of

the annual report : None.

6.6.13 Other potential risks and corresponding measure :

Information safety risk: in view of the graduated development of information system and network application, to ensure the safety of the Company's software, hardware equipment and the network, information safety policy of the Company was approved by Board of Directors in 2019. As a basis for all personnel of the Company comply with information safety, avoiding improper use or intentional destruction of information system from internal, external person, or when the information system was improperly used, intentionally destructed, other urgent accidents, the Company can rapidly dispose, and recover normal operation in the shortest time, decrease possible economic loss and operation breakdown caused by the accidents.

Countermeasures: the Company authorized Department of Information & Supply Chain Management to plan annual inspection and evaluation for the safety and efficiency of overall network construction, and established off-site backup system for important information of various departments, meanwhile strengthened various simulation tests, emergency management and other drills for the engine room to ensure normal operation and information safety of information system, decrease breakdown risk caused by disasters without warning, human negligence and malware attack.

In 2021 and before the printing date of the annual report, the company did not find any major cyber-attack or incidents that will adversely affect business and operation. The company has not been involved in any legal cases or regulatory investigations related to this.

6.7 Others : None.



## **VII、 SPECIAL DISCLOSURE**

### **7.1 Related-Party Information**

For the Company's consolidated business report on related parties, please refer to the "Related Parties – Three Reports & Forms" section of the Market Observation Post System (MOPS) at:  
[https://mopsov.twse.com.tw/mops/web/t57sb01\\_q10](https://mopsov.twse.com.tw/mops/web/t57sb01_q10)

### **7.2 Private Placement Securities In The Latest Year : None.**

### **7.3 The Company's Shares Held Or Disposed By Subsidiaries In Recent Years Until the Annual Report Being Published : None.**

### **7.4 Other Supplementary Information : None.**

## **VIII、 PURSUANT TO THE ARTICLE 36-3-2 OF SECURITY EXCHANGE ACT, EVENT HAVING MATERIAL IMPACT ON SHAREHOLDERS' EQUITY OR SHARE PRICE IN THE LATEST YEAR UNTIL THE ANNUAL REPORT BEING PUBLISHED : None.**