Stock Code：2331

ECS ELITEGROUP

ELITEGROUP COMPUTER SYSTEMS CO., LTD.

2024 Annual Report
(Translation)

Taiwan Stock Exchange Market Observation Post System:http//mops.twse.com.tw/

The date of publication: March 31, 2025

Spokesperson

Spokesperson: Huei-Lan Tu
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Stock Transfer Institution

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Address: 5.6.7F., No.6, Sec. 1, Zhongxiao W. Rd., Taipei City, 10041
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CPAs for the Financial Report in the Most Recent Fiscal Year

Name of CPAs: CPA Kuo-Yang Tseng and CPA Chun-Kuang Chen
Firm Name: KPMG in Taiwan
Address: Taipei 101 Tower, 68F, No.7, Sec. 5, Xinyi Road, Taipei City 110615, Taiwan (R.O.C.)
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Name of the Overseas Securities Exchange and Method to Inquire about Overseas Securities Information: None.

Company Website: http://www.ecs.com.tw/

Contents

Chapter 1. Letter to Shareholders

Dear shareholders,

The electronics industry has undergone significant changes in recent years, with rapid product updates and iterations. Additionally, geopolitical influences have challenged the traditional business model of Taiwan receiving orders and mainland China handling production. The US-China trade conflict has also forced companies to establish production bases outside of China, such as in India, Thailand, and Vietnam, in order to mitigate risks and redistribute resources. In response to this wave of challenges, ECS has swiftly adapted by adjusting its global operations, strategically planning corporate resources, optimizing various operational processes, and improving operational efficiency. This aims to ensure that, despite the large shifts in the international political and economic environment, ECS can maintain its competitive edge.

Trump was re-elected as the U.S. President and implemented his "America First" policy, which brought significant impacts and challenges to global geopolitics and the economic environment. In this critical and challenging moment, ECS actively sought a comprehensive transformation breakthrough. We focused on adjusting our product structure, upgrading equipment, and optimizing our organization to enhance competitiveness and operational efficiency, aiming to secure greater development space for the company's future growth.

Corporate transformation, though full of challenges, is seen as an opportunity for ECS to break through and achieve its transformation. We will continue to implement our business policies and strategies, rationally allocate organizational structures, build a management team that embodies a lean corporate spirit, and carry out a series of transformations such as accelerating product development and optimizing operational processes. Our goal is to become a company that delivers high-quality products, achieves high customer satisfaction, operates more efficiently, and remains more competitive, in order to adapt to the rapidly changing global industry environment.

I. Implementation Results of the Business Plan

In 2024, the company's revenue was about NT$13.663 billion, the consolidated revenue was NT$17.496 billion, the net loss after tax was about NT$90 million, and the loss per share was 0.16 yuan.

Unit：KNTD

Item \ Fiscal Year		2024 (Consolidated)	%	2023 (Consolidated)	%	difference	%
Net sales revenue		17,495,705	100.00	19,741,745	100.00	(2,246,040)	(11.38)
Cost of goods sold		15,573,754	89.01	16,568,980	83.93	(995,226)	(6.01)
Gross profits		1,921,951	10.99	3,172,765	16.07	(1,250,814)	(39.42)
Net income (loss)		(90,526)	(0.52)	1,013,952	5.14	(1,104,478)	(108.93)
Net income attributable to	Owners of the Company	(90,495)	(0.52)	1,013,722	5.14	(1,104,217)	(108.93)
	Non-controlling interest	(31)	(0.00)	230	0.00	(261)	(113.48)

Unit：KNTD

Item \ Fiscal Year	2024 (individual)	%	2023 (individual)	%	difference	%
Net sales revenue	13,663,080	100.00	16,615,493	100.00	(2,952,413)	(17.77)
Cost of goods sold	12,669,582	92.73	14,663,983	88.25	(1,994,401)	(13.60)
Gross profits	993,498	7.27	1,951,510	11.75	(958,012)	(49.09)
Net income (loss)	(90,495)	(0.66)	1,013,722	6.10	(1,104,217)	(108.93)

II. Profitability Analysis

Item \ Fiscal Year	Consolidated		individual	
	2024	2023	2024	2023
Return on assets	-0.23%	4.43%	-0.34%	4.91%
Return on shareholders' equity	-0.76%	8.59%	-0.76%	8.60%
Net margin	-0.52%	5.14%	-0.66%	6.10%
Earnings per share (weighted average)	-0.16	1.82	-0.16	1.82

III. Guideline for Management and Operation Overview

For the year 2024, ECS will focus on (1) building a lean management team, (2) ensuring the quality of all products, and (3) providing high-quality services that satisfy customers. This will be achieved by gradually adjusting the product structure, upgrading production equipment, and optimizing functional departments and human resources, all with the aim of effectively reducing management costs and expenses.

By rationalizing the organizational structure, ECS aims to improve the speed of information flow and decision-making efficiency. At the same time, we will undergo process reengineering across various business functions to reduce time and resource waste, thereby enhancing work efficiency. Additionally, we will strengthen team collaboration by establishing cross-departmental cooperation mechanisms, encouraging effective communication and cooperation between departments, and working together to achieve company goals while improving both external and internal customer satisfaction.

Our management team fully understands the responsibility of ensuring the company's sustainable operations. In 2024, we achieved significant results in corporate governance and ESG initiatives. In the future, we will continue to implement various action plans to ensure steady progress on the path of sustainable development and achieve a positive cycle. Only by persistently providing high-quality products, optimizing resource allocation and processes, and maintaining market competitiveness can we embrace a bright future.

IV. Research Development and Award-winning Achievements

In terms of specialized product development, ECS has reviewed its existing product lines and concentrated resources on developing core products with high technical content and significant market potential. We have deepened our focus on technological research and development, strengthened the professional development of our R&D team, and gained a deeper understanding of customer needs to offer customized products and services, thereby improving customer satisfaction and loyalty. In 2024, we invested approximately NT$1.044 billion in R&D, accounting for 5.97% of our revenue. Additionally, to enhance our competitiveness, we applied for 2 trademarks this year and filed a total of 47 patent applications, including 35 invention patents, 11 utility model patents, and 1 design patent.

ECS has launched a brand-new series of motherboards, mini PCs, and notebooks to meet the diverse needs of home entertainment and business applications. These products feature the latest technologies and designs, enhancing performance and reliability to provide users with an improved experience.

We have launched a new generation of high-performance motherboards, featuring the latest chipset and innovative design architecture, which significantly enhances system performance and has received high praise from both the market and industry. Our continued innovation has made our motherboard product line more comprehensive, catering to the diverse needs of users across various sectors, whether for gaming or commercial applications.

At the same time, our new generation of mini PCs combines high performance with a compact design, equipped with the latest processors and high-speed storage devices, providing users with powerful computing capabilities and versatile application scenarios. In particular, the LIVA mini PC series, designed specifically for smart retail, is widely used in POS systems, self-service kiosks, and digital signage. Whether for home entertainment, office applications, or commercial use, these products are tailored to meet the diverse needs of different users.

In the notebook segment, we have launched several business-grade models that feature a lightweight design, long-lasting batteries, and high-resolution displays, enhancing both portability and user experience. Some models are even equipped with the latest Neural Processing Units (NPUs), offering powerful AI computing capabilities to meet the needs of businesses in areas such as machine learning, data analysis, and intelligent applications.

ECS continues to strengthen its investment in emerging technology fields, such as automotive electronics and low Earth orbit (LEO) satellite communications. Through close collaboration with industry partners, we are committed to developing innovative products and exploring new market opportunities. This helps enhance the company's technological capabilities and market influence, providing customers with more diversified solutions.

In terms of award achievements, the company’s product development results in 2024 were remarkable. The LIVA series products won multiple international awards, with the LIVA_Z5_PLUS receiving several prestigious honors, including the "Silver Award," "Gold Award," "Mini PC of the Year," and "Performance Award." It also earned "Editor’s Choice" and "Best Buy" awards from PC Magazine and Kitguru. In addition, the Venus_IEC-32A_EU_Tethered product won the iF Design Award, showcasing outstanding innovative design and technical strength, highlighting the high recognition of the LIVA series in the global market.

ECS upholds the principles of energy conservation, carbon reduction, and sustainable management, continuously promoting the development of green technology. We have received numerous accolades and recognition in various areas of corporate environmental protection and sustainable operations, fully demonstrating our firm commitment and achievements in environmental protection and social responsibility.

The company’s ESG award records and certifications for 2024 are as follows:

1. 1111 Job Bank [2024 Happy Enterprise]
2. [Outstanding Performance (Below 1.6°C)] certification from CommonWealth Magazine's Corporate Carbon Reduction Thermometer survey, achieving the highest level in the 5-tier evaluation of the 1.5°C target.
3. Taiwan Corporate Sustainability Awards - Sustainability Report [Silver Award]

V. Future Prospects

In response to global challenges such as the U.S. President Trump's administration, the trade war, and geopolitical tensions, ECS plans to expand its investment in its manufacturing center in Thailand. This expansion aims to enhance the production capacity of the Thailand facility to meet the growing demand and adjust customer order allocations. ECS's sales strategy covers ODM, IoT, and sales channels, demonstrating a clear and comprehensive plan and vision.

ODM Strategy: ECS will continue to strengthen its ODM (Original Design Manufacturer) business by expanding collaboration with customers, optimizing development processes, and improving cost management. This will comprehensively enhance product competitiveness, focusing on the development of AMD and MoDT (Mobile-on-Desktop) models, as well as providing L10-grade component solutions. By deepening partnerships with customers, ECS will actively expand product lines, such as Non-DT (Non-Desktop) markets, to meet the diverse needs of the market.

IoT Strategy: ECS will enter the commercial DC charging station market and expand its U.S. customer base through strategic alliances with high-quality vendors. At the same time, we will strengthen technical support by providing efficient, one-stop services, including installation, training, and RMA (Return Merchandise Authorization), to enhance customer loyalty.

OEM and Product Strategy: ECS will focus on specialized product development, concentrating on core technology areas and committing to the research and development of high-value-added products. By strengthening the professional capabilities of our R&D team, we will gain deep insights into and accurately understand customer needs, offering tailored solutions to enhance product market competitiveness and brand influence. To ensure product integrity and diversification, we plan to bring in more industry partners to enrich our product lines. We will also optimize R&D processes and resource allocation to shorten new product development cycles and accelerate time-to-market. Moving forward, ECS will also focus on opportunities in the automotive electronics and low Earth orbit satellite markets. By strengthening the integration of business and R&D, we aim to achieve technological innovation and new product development. Additionally, we will focus on high-end application markets, such as new energy vehicles and in-vehicle technologies.

Market and Marketing Strategy: In terms of marketing, we will adopt a more diversified channel strategy and actively expand sales channels. By integrating e-commerce platforms and leveraging advanced digital marketing technologies, we aim to comprehensively enhance product reach, coverage, and brand visibility. At the same time, we will deepen our offline presence, expanding cooperation with distributors and agents to establish strong and mutually beneficial partnerships, achieving broader market coverage.

In addition, by participating in international trade shows and industry events, we will further enhance brand awareness and reputation, ensuring our competitive advantage in the global market. At the same time, we will integrate social media marketing to establish closer interactions with our target audience, while continuously monitoring market trends and flexibly adjusting our marketing strategies to maintain the brand's foresight and competitiveness. While driving business growth, ECS will also actively focus on achieving sustainable development and social responsibility, creating more corporate value and impact for customers, shareholders, and society.

Wkang-Hsiang Wang

Chairman of Elitegroup Computer systems

Chapter2. Corporate Governance Report

I. Information on Directors, President, Vice Presidents, Assistant Vice Presidents, Department and Branch Heads

(I) Information on directors

1. Board Members

March 31, 2025

Title	Nationality/ Place of Registration	Name	Gender Age	Date Elected	Term	Date First Elected	Shareholding When Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Education and work experience	Other Position Concurrently Held at the Company and Other Companies	Executives, Directors or Supervisors who Are Spouses or within the Second Degree of Kinship		
							Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio			Title	Name	Relationship
Chairman	R.O.C.	Tatung Co., Ltd.				2006.06.24	152,475,397	27.35	271,214,904	48.65	0	0	0	0	Honorary Doctor of Engineering, National Taiwan Ocean University Master of Agricultural Economics, National Taiwan University Chairman of Shanyuan Co., Ltd.	Chairman of Elitegroup Computer Systems Co., Ltd. Chairman of Tatung Company Chairman of Sun-Yuan Development Corp. Chairman of Shan-Yuan Investment Corp. Chairman of Sun Yuan Venture Capital Corp. Chairman of Lung Hwa Electronics Co., Ltd. Chairman of Trican Biotechnology Co., Ltd. Chairman of Eontronics International Co., Ltd. Chairman of Tatung Forever Energy Co., Ltd. Chairman of Shang Shin Energy Co., Ltd. Chairman of Yau Yang Energy Co., Ltd. Chairman of Ting Shin Energy Co., Ltd. Chairman of Zhi Shin Energy Co., Ltd. Chairman of Tung Shin Energy Co., Ltd. Chairman of Tung Kuang Energy Co., Ltd. Chairman of Chuang Shih Neng Co., Ltd. Chairman of Da Tang Energy Co., Ltd. Chairman of Cinzhi Power Co., Ltd. Director of Tatung Asset Development Company Director of Chih Sheng Realty Co., Ltd. Director of Taipei Industry Company Director of Forward Electronics Co., Ltd. Director of Forward Intelligent Energy Co., Ltd. Director of Shanyuan Co., Ltd. Director of Medbio Biotechnology International Co., Ltd. Director of Shan Mong Development Corp. Director of Julianne Fine Art Ltd. Director of Union Wide Construction Co., Ltd. Director of Hwa-Tsu Contracting Corp. Director of K.K.Media Co., Ltd. Director of Ruby Tech Corporation Director of Ruby Tech Corporation Director of Premier Venture Capital Corp. Director of Premier Capital Management Corp. Director of Chief Investment Corp. Director of Kiwi Microsystem, Inc. Director of Kuo-Kuang Motor Transportation Company Ltd. Director of Expert Electronics (Wujiang)Co., Ltd. Director of Qingdao Lian Sheng Industrial Co., Ltd.	None	None	None
		Representative: Wkang-Hsiang Wang (Note 2)	Male 71~80	2024.08.28	3 years	2024.08.28	0	0	0	0	0	0	0	0					

<table>
<tr><th rowspan="2">Title</th><th rowspan="2">Nationality/ Place of Registration</th><th rowspan="2">Name</th><th rowspan="2">Gender Age</th><th rowspan="2">Date Elected</th><th rowspan="2">Term</th><th rowspan="2">Date First Elected</th><th colspan="2">Shareholding When Elected</th><th colspan="2">Current Shareholding</th><th colspan="2">Spouse & Minor Shareholding</th><th colspan="2">Shareholding by Nominees</th><th rowspan="2">Education and work experience</th><th rowspan="2">Other Position Concurrently Held at the Company and Other Companies</th><th colspan="3">Executives, Directors or Supervisors who Are Spouses or within the Second Degree of Kinship</th></tr>
<tr><th>Number of Shares</th><th>Shareholding ratio</th><th>Number of Shares</th><th>Shareholding ratio</th><th>Number of Shares</th><th>Shareholding ratio</th><th>Number of Shares</th><th>Shareholding ratio</th><th>Title</th><th>Name</th><th>Relationship</th></tr>
<tr><td rowspan="2">Vice Chairman</td><td rowspan="2">R.O.C.</td><td rowspan="2">Tatung Co., Ltd. Representative: Ming-Hsing Chen (Note1、2、3)</td><td rowspan="2">Male 61~70</td><td rowspan="2">2024.08.30</td><td rowspan="2">3 years</td><td>2006.06.24</td><td>152,475,397</td><td>27.35</td><td>271,214,904</td><td>48.65</td><td>0</td><td>0</td><td>0</td><td>0</td><td rowspan="2">MBA, National Singapore University
Consultant of TPCA association
Director of ISU PETASYS AIA LTD.
Chairman of Inventalk Technology Inc.
President of Golden Elite Technology (SHENZHEN) LTD.
President of Hsing Tech Enterprise Co., Ltd.</td><td rowspan="2">Independent Director of Group Up Industrial Co., Ltd.
Vice Chairman of Elitegroup Computer Systems Co., Ltd.
Director of Elitegroup Computer Systems (Japan) Co., Ltd.
Legal Person Director Representative of Elite Computer (Viking Island) Holding Company
Director of ECS Holding (America) Co.
Director of Elitegroup Computer Systems Korea Co., Ltd.
Legal Person Director Representative of Unitop International Corp.
Legal Person Director Representative of Unity Investments Limited
Director of Elitegroup Computer Systems (HK) Co., Ltd.
Director of ECS Holding (HK) Co., Limited.
Director of Elitegroup Technology (Thailand) Co.,Ltd.
Legal Person Director Representative of Elite Technology (Cayman) Co., Ltd.
Director of Xun Rui Electron (Shenzen) Co., Ltd.
Director of Beijing Xunrun Technology Co., Ltd
Director of Venture Well Holdings Limited
Director of Elitegroup Computer Systems Inc.(USA)
Director of Super ECS USA, Inc.
Legal Person Director Representative of Unique Sino Limited
Director of ECS Digital Technology (SHENZHEN) LTD.
Director of ECS Trading (Shenzhen) Co., Ltd.
Director of Alpha Leader Limited
Director of Golden Elite Technology (SHENZHEN) LTD.
Director of Elite Circuit Technology (Thailand) Co., Ltd.</td><td rowspan="2">None</td><td rowspan="2">None</td><td rowspan="2">None</td></tr>
<tr><td>2024.01.11</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr>
<tr><td rowspan="2">Director</td><td rowspan="2">R.O.C.</td><td rowspan="2">Tatung Co., Ltd. Representative: Kuan-Ling Lai (Note 1)</td><td rowspan="2">Female 51~60</td><td rowspan="2">2024.01.11</td><td rowspan="2">3 years</td><td>2006.06.24</td><td>152,475,397</td><td>27.35</td><td>271,214,904</td><td>48.65</td><td>0</td><td>0</td><td>0</td><td>0</td><td rowspan="2">Doctor of Mechanical Engineering, Kun Shan University
Mster of Mechanical Engineering, Kun Shan University
COO of Tatung Company
President and director of Hsin Yeong An Cable TV Co., Ltd.
President and director of Ta Yang Cable Television Co., Ltd.
Assistant Professor of Mechanical Engineering Department of Kun Shan University</td><td rowspan="2">Special assistant to vice chairman of Tatung Company
CIO and Special assistant to chairman of Tatung Asset Development Company
Director of Jun Investment International Co., Ltd.
Legal Person Director Representative of Junbao Construction Co., Ltd.
Legal Person Supervisor Representative of Ma Shen Kai Ruei Co., Ltd.
Legal Person Director Representative of Edora Park Co., Ltd.
Director of The Cao Foundation
Director of Leadwell Foundation
Legal Person Director Representative of Taipei Industry Corporation
Legal Person Director Representative of Chih Sheng Realty Co., Ltd.
Legal Person Director Representative of Tatung System Technologies Inc.
Directoe of Metatech (AP) Inc.
Legal Person Director Representative of Elitegroup Computer Systems Co., Ltd.</td><td rowspan="2">None</td><td rowspan="2">None</td><td rowspan="2">None</td></tr>
<tr><td>2024.01.11</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr>
</table>

Title	Nationality/ Place of Registration	Name	Gender Age	Date Elected	Term	Date First Elected	Shareholding When Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Education and work experience	Other Position Concurrently Held at the Company and Other Companies	Executives, Directors or Supervisors who Are Spouses or within the Second Degree of Kinship		
							Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio			Title	Name	Relationship
Independent Director	R.O.C.	Chin-Te Li (Note 1)	Male 51~60	2024.01.11	3 years	2024.01.11	0	0	0	0	0	0	0	0	Industrial Management Institute National Cheng-Kung University, NCKU Independent Director of Perfect Medical Industry Co., Ltd. Vice General Manager of Chi Feng Co., Ltd. CFO of Bossdom Digiinnovation CO.,LTD. CFO of Perfect Medical Industry Co., Ltd.	Independent Director and Convener of the Audit Committee in 3S Silicon Tech., Inc. Independent Director and Convener of the Audit Committee and Remuneration Committee in Group Up Industrial Co., Ltd. Independent Director and Convener of the Remuneration Committee in Elitegroup Computer Systems Co., Ltd.	None	None	None
Independent Director	R.O.C.	Yu-Chou Chiao (Note 1)	Male 51~60	2024.01.11	3 years	2024.01.11	0	0	0	0	0	0	0	0	Graduate School of Business Administration, National Chengchi University Bachelor of Computer Science, National Chiao Tung University Vice President of Supply Chain Management Dept. in Wiwynn Corporation Vice President of Business Dept. in Wiwynn Corporation Senior Executive Assistant to the General Manager in Wistron Corp. Chief of Applied Computer Dept., Chief of Server Dept. in Wistron Corp.	Supervisor of Rosonix Technology, Inc. Independent Director of Elitegroup Computer Systems Co., Ltd. Independent Director of BIOSTAR MICROTECH INTERNATIONAL CORP.	None	None	None
Independent Director	R.O.C.	Wen-Hsiung Chan (Note 3)	Male 51~60	2024.01.11	3 years	2023.05.30	0	0	0	0	0	0	0	0	Master of International Business, National Taiwan University Chairman and CEO of Advanced Echem Materials Company Limited Director of iCatch Technology, Inc. Independent Director of NIEN HSING TEXTILE CO., LTD. Director of SUNPLUS TECHNOLOGY CO.,LTD. Director of eChem Solutions Trading (guangzhou)co., Ltd. Director of Yanwen Asset Management Consultants (Shares) Company Representative of Corporate Director of Opals Chemical Technology Ltd. Representative of Corporate Director of OLEADER TECHNOLOGIES CO., LTD. Representative of Corporate Director of Abico Avy Co., Ltd. Independent Director of BIOSTAR MICROTECH INTERNATIONAL CORP. Representative of Corporate Director of Hiyes International Co., Ltd. Independent Director of Champion Microelectronic Corp.	Chairman and CEO of Advanced Echem Materials Company Limited Legal Person Director Representative of iCatch Technology, Inc. Independent Director of NIEN HSING TEXTILE CO., LTD. Legal Person Director Representative of SUNPLUS TECHNOLOGY CO.,LTD. Director of eChem Solutions Trading (guangzhou)co., Ltd. Director of Yanwen Asset Management Consultants (Shares) Company Legal Person Director Representative of OLEADER TECHNOLOGIES CO., LTD. Legal Person Director Representative of Abico Avy Co., Ltd. Independent Director of BIOSTAR MICROTECH INTERNATIONAL CORP. Legal Person Director Representative of Hiyes International Co., Ltd. Independent Director of Champion Microelectronic Corp. Legal Person Director Representative of SCIWIN Laboratories Co., Ltd.	None	None	None

Note 1: On January 11, 2024, the Company re-elected all directors in advance, amoung which Director Hung-Hsin Lin, Independent Directors Maw-In Tsai, Yin-Shen Chin retired. Directors Ming-Cheng Wang, Kuan-Ling Lai, and Independent Directors Chin-Te Li, Ming-Hsing Chen, Yu-Chou Chiao were newly elected.
Note 2: Independent Director Mr. Ming-Hsing Chen resigned on August 29, 2024.
The representative of Tatung Co., Chairperson Ms. Yi-Wen Chung, resigned on August 8, 2024. Director Mr. Kuang-Hsiang Wang was newly appointed as a replacement on August 28, 2024, and was elected as Chairperson by the Board of Directors on August 30, 2024.
Director Mr. Ming-Cheng Wang was dismissed and replaced by Mr. Ming-Hsing Chen on August 30, 2024. On the same day, the Board of Directors approved Mr. Ming-Hsing Chen's appointment as Vice Chairperson.

2. Major Shareholders of the Corporate Shareholder

Mar. 20 2025

Name of Institutional Shareholder	Major Shareholder	
	Shareholders	Percentage of Ownership
Tatung Co., Ltd.	San Ya Investment Co., Ltd. Rowda Capital Co. Elitegroup Computer Systems Co., Ltd. Chun-Lung Wu Tatung Company Tatung University Wen-Yi Zheng Xin-Tatung Investment Consulting Ltd. Bei-chi Investment Co., Ltd. Jia-Jia Zheng	7.26% 4.89% 3.75% 3.51% 3.23% 3.21% 2.96% 2.23% 2.00% 1.79%

3. Major Institutional Shareholders that are Legal Persons

Mar. 20 2025

Name of Institutional Shareholder	Major Shareholder	
	Shareholders	Percentage of Ownership
Sanya Investment Co.	Wkang-Hsiang Wang Syue-E Wang Hu Ya-Lin Wang Ya-Syuan Wang Ya-Wei Wang Li-Chih Wang Li-Cyun Wang Li-Ming Wang Li-Ju Wang	31.33% 31.33% 18.33% 7.61% 7.61% 0.95% 0.95% 0.95% 0.95%
Rowda Capital Co.	Shanyuan Construction Co., Ltd.	100.00%
Elitegroup Computer Systems Co., Ltd.	Tatung Company Polunin Emerging Markets Small Cap Fund, LLC Ming-Shou Shen Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds VANGUARD EMERGING MARKETS STOCK INDEX FUND, A SERIES OF VANGUARD INTERNATIONAL EQUITY INDEX FUNDS Acadian Emerging Markets Small Cap Equity Fund LLC Barclays Capital Securities Limited--Barclays Capital Securities Limited SBL/PB J.P.Morgan Securities plc Fu-Chi Wang Dun-Guo Lin	48.65% 1.08% 0.70% 0.52% 0.50% 0.49% 0.47% 0.45% 0.39% 0.30%
Tatung Company	As per the above table.	
Tatung University	Association for the Promotion of Industry of Corporation Aggregate	100.00%
Xin-Tatung Investment Consulting Ltd.	Rang-Guang Yang Jing-Yi Gao	1% 99%
Bei-chi Investment Co., Ltd.	Hsiao-Jen Yeh	100%

4. Disclosure of information on professional qualifications of directors and independence of independent directors

Qualifications / Name	Professional Qualification and Work Experience (Note 1)	Independence Criteria (Note 2)	Number of Other Public Companies where the Individual Concurrently Serves as an Independent Director
Chairman Wkang-Hsiang Wang	● Master of Agricultural Economics, National Taiwan University ● Now act as Chairman of Elitegroup Computer Systems Co., Ltd.;Chairman of Tatung Company;Chairman of Sun-Yuan Development Corp.;Chairman of Shan-Yuan Investment Corp.;Chairman of Sun Yuan Venture Capital Corp.;Chairman of Lung Hwa Electronics Co., Ltd.;Chairman of Trican Biotechnology Co., Ltd.;Chairman of Eontronics International Co., Ltd.;Chairman of Tatung Forever Energy Co., Ltd.;Chairman of Shang Shin Energy Co., Ltd.;Chairman of Yau Yang Energy Co., Ltd.;Chairman of Ting Shin Energy Co., Ltd.;Chairman of Zhi Shin Energy Co., Ltd.;Chairman of Tung Shin Energy Co., Ltd.;Chairman of Tung Kuang Energy Co., Ltd.;Chairman of Chuang Shih Neng Co., Ltd.;Chairman of Da Tang Energy Co., Ltd.;Chairman of Cinzhi Power Co., Ltd.;Director of Tatung Asset Development Company;Director of Chih Sheng Realty Co., Ltd.;Director of Taipei Industry Company;Director of Forward Electronics Co., Ltd.;Director of Forward Intelligent Energy Co., Ltd.;Director of Shanyuan Co., Ltd.;Director of Medbio Biotechnology International Co., Ltd.;Director of Shan Mong Development Corp.;Director of Julianne Fine Art Ltd.;Director of Union Wide Construction Co., Ltd.;Director of Hwa-Tsu Contracting Corp.;Director of K.K.Media Co., Ltd. ;Director of Ruby Tech Corporation;Director of Ruby Tech Corporation;Director of Premier Venture Capital Corp.;Director of Premier Capital Management Corp.;Director of Chief Investment Corp.;Director of Kiwi Microsystem, Inc.;Director of Kuo-Kuang Motor Transportation Company Ltd.;Director of Expert Electronics (Wujiang)Co., Ltd.;Director of Qingdao Lian Sheng Industrial Co., Ltd. ●Not under any of the categories stated in Article 30 of the Company Act.	1.Not a spouse or a relative within the second degree of kinship to any other director of the Company.	0
Vice Chairman Ming-Hsing Chen	1.Graduated from National Singapore University with an MBA. 2.Currently serve as an independent director of Group Up Industrial Co., Ltd.; Vice Chairman of Elitegroup Computer Systems Co., Ltd.; Director of Elitegroup Computer Systems (Japan) Co., Ltd.; Legal Person Director Representative of Elite Computer (Viking Island) Holding Company; Director of ECS Holding (America) Co.; Director of Elitegroup Computer Systems Korea Co., Ltd.; Legal Person Director Representative of Unitop International Corp.; Legal Person Director Representative of Unity Investments Limited; Director of Elitegroup Computer Systems (HK) Co., Ltd.; Director of ECS Holding (HK) Co., Limited.; Director of Elitegroup Technology (Thailand) Co.,Ltd.; Legal Person Director Representative of Elite Technology (Cayman) Co., Ltd.; Director of Xun Rui Electron (Shenzen) Co., Ltd.; Director of Beijing Xunrun Technology Co., Ltd; Director of Venture Well Holdings Limited; Director of Elitegroup Computer Systems Inc.; Director of Super ECS USA, Inc.;Legal Person Director Representative of Unique Sino Limited; Director of ECS Digital Technology (SHENZHEN) LTD.;Director of ECS Trading (Shenzhen) Co., Ltd.; Director of Alpha Leader Limited;Director of Golden Elite Technology (SHENZHEN) LTD.;Director of Elite Circuit Technology (Thailand) Co., Ltd.; 3.Once served as a consultant of TPCA association, director of ISU PETASYS AIA LTD., chairman of Inventalk Technology Inc., president of Golden Elite Technology (SHENZHEN) LTD., president of Hsing Tech Enterprise Co., Ltd. ●Not under any of the categories stated in Article 30 of the Company Act.	1.Not a spouse or a relative within the second degree of kinship to any other director of the Company.	1

Qualifications / Name	Professional Qualification and Work Experience (Note 1)	Independence Criteria (Note 2)	Number of Other Public Companies where the Individual Concurrently Serves as an Independent Director
Director Kuan-Ling Lai	1.Doctor and Mster of Mechanical Engineering, Kun Shan University 2.Currently act as a special assistant to vice chairman of Tatung Company,; CIO and Special assistant to chairman of Tatung Asset Development Company;Director of Jun Investment International Co., Ltd.;Legal Person Director Representative of Junbao Construction Co., Ltd.;Legal Person Supervisor Representative of Ma Shen Kai Ruei Co., Ltd.;Legal Person Director Representative of Edora Park Co., Ltd.;Director of The Cao Foundation;Director of Leadwell Foundation;Legal Person Director Representative of Taipei Industry Corporation;Legal Person Director Representative of Chih Sheng Realty Co., Ltd.;Legal Person Director Representative of Tatung System Technologies Inc.;Directoe of Metatech (AP) Inc.;Legal Person Director Representative of Elitegroup Computer Systems Co., Ltd. 3.Once served as a COO of Tatung Company, president and director of Hsin Yeong An Cable TV Co., Ltd., president and director of Ta Yang Cable Television Co., Ltd., assistant professor of Mechanical Engineering Department of Kun Shan University. ● Not under any of the categories stated in Article 30 of the Company Act.	1.Not a spouse or a relative within the second degree of kinship to any other director of the Company.	0
Independent Director Chin-Te Li	1.Graduated from Industrial Management Institute National Cheng-Kung University with a master degree. 2.Currently act as an independent director and convener of the Audit Committee in 3S Silicon Tech., Inc., independent director and convener of the Audit Committee and Remuneration Committee in Group Up Industrial Co., Ltd. 3.Once served as an independent director of Perfect Medical Industry Co., Ltd., vice general manager of Chi Feng Co., Ltd., CFO of Bossdom Digiinnovation CO.,LTD., CFO of Perfect Medical Industry Co., Ltd. ●Not under any of the categories stated in Article 30 of the Company Act.	1.Upon taking office, the independent director of the Company will fill out the declaration of independent director, and report to the competent authority through the Company the checklist of independent director's qualifications (when elected). 2.The independent director complies with the Regulations on the Establishment of Independent Directors of Public Companies and Matters to be Followed. Please refer to (2) Independence of the Board of Directors for details of the qualification list of independent directors.	2
Independent Director Yu-Chou Chiao	1.Graduated from School of Business Administration of National Chengchi University, and National Chiao Tung University in Computer Science with a bachelor degree. 2.Currently serve as a supervisor of Rosonix Technology, Inc. ; Independent Director of BIOSTAR MICROTECH INTERNATIONAL CORP. 3.Once served as a vice president of Supply Chain Management Dept. in Wiwynn Corporation, vice president of Business Dept. in Wiwynn Corporation, senior executive assistant to the general manager in Wistron Corp., chief of Applied Computer Dept., Chief of Server Dept. in Wistron Corp. ●Not under any of the categories stated in Article 30 of the Company Act.	1.Upon taking office, the independent director of the Company will fill out the declaration of independent director, and report to the competent authority through the Company the checklist of independent director's qualifications (when elected). 2.The independent director complies with the Regulations on the Establishment of Independent Directors of Public Companies and Matters to be Followed. Please refer to (2) Independence of the Board of Directors for details of the qualification list of independent directors.	1

Qualifications / Name	Professional Qualification and Work Experience (Note 1)	Independence Criteria (Note 2)	Number of Other Public Companies where the Individual Concurrently Serves as an Independent Director
Independent Director Wen-Hsiung Chan	1.Graduated from National Taiwan University in International Business with a master degree. 2.Currently serve as the chairman and CEO of Advanced Echem Materials Company Limited,; Legal Person Director Representative of iCatch Technology, Inc.; Independent Director of NIEN HSING TEXTILE CO., LTD.; Legal Person Director Representative of SUNPLUS TECHNOLOGY CO.,LTD.; Director of eChem Solutions Trading (guangzhou)co., Ltd.; Director of Yanwen Asset Management Consultants (Shares) Company; Legal Person Director Representative of OLEADER TECHNOLOGIES CO., LTD.; Legal Person Director Representative of Abico Avy Co., Ltd.; Independent Director of BIOSTAR MICROTECH INTERNATIONAL CORP.; Legal Person Director Representative of Hiyes International Co., Ltd.; Independent Director of Champion Microelectronic Corp.; Legal Person Director Representative of SCIWIN Laboratories Co., Ltd. 3.Once seved in multiple famous enterprises in Taiwan, capital of industrial experience. ●Not under any of the categories stated in Article 30 of the Company Act.	1.Upon taking office, the independent director of the Company will fill out the declaration of independent director, and report to the competent authority through the Company the checklist of independent director's qualifications (when elected). 2.The independent director complies with the Regulations on the Establishment of Independent Directors of Public Companies and Matters to be Followed. Please refer to (2) Independence of the Board of Directors for details of the qualification list of independent directors.	3

5. Diversity and Independence of the Board of Directors:

(I) Diversity of the Board of Directors:

1. Diversity Policy of the Board of Directors

The Elitegroup has always emphasized corporate governance and has established a policy on board diversity for board members in Chapter 3 of the "Practical Guidelines for Corporate Governance" on enhancing the functions of the board of directors.

The board of directors of our company should provide guidance on company strategy, supervise management, and be accountable to the company and its shareholders. The various operations and arrangements of corporate governance should ensure that the board of directors exercises its powers in accordance with the provisions of laws, the company's articles of association, or resolutions of the shareholders' meeting. The structure of the board of directors of our company should consider the company's business development scale and the shareholding status of its major shareholders, and decide on an appropriate number of directors of five or more, taking into account practical operational needs.

The composition of the board of directors should take into account diversity. Except for directors who concurrently serve as company managers, their number should not exceed one-third of the total number of directors. In addition, appropriate diversity policies should be developed based on the board's own operations, business model, and development needs. These policies should include, but not be limited to, the following two major aspects:

(1) Basic conditions and values: gender, age, nationality and culture, etc.

(2) Knowledge and skills: professional background (such as law, accounting, industry, finance, marketing or technology), professional skills and industrial experience, etc.

Members of the board of directors should generally possess the necessary knowledge, skills and qualities to perform their duties. To achieve the ideal goal of corporate governance, the board of directors as a whole should have the following capabilities:

(1) Operational judgment capability.

(2) Accounting and financial analysis capability.

(3) Business administration capability.

(4) Crisis handling capability.

(5) Industrial Knowledge

(6) International market perpective

(7) Leadership

(8) Decision-making capability

2. Specific management objectives and implementation of board diversity

Board diversity helps to ensure the effective functioning of the board, and the nomination and selection of board members in our company comply with the provisions of the articles of association and adopt a candidate nomination system to ensure diversity and independence of board members. We invite and nominate one female director candidate, and select directors with diverse professional knowledge and skills to provide different perspectives and contributions, thereby further enhancing the effectiveness of the board.

As of March 2025, the company has three directors aged between 50 and 60, while the remaining directors are aged 60 or above. There is one female director, with the rest being male directors, resulting in a female representation of 16.67%.

Members of the board of directors have professional backgrounds in business management, accounting, finance and technology, etc. Based on their different professional backgrounds, they comprehensively monitor the Company's major decisions by taking into account the international situation, market observation and financial evaluation. Through professional judgment, they can protect shareholders' rights and interests, improve operating performance, give full play to the function of independent directors, strengthen risk management and ensure information transparency, take into account the principle of conflict of interests, and effectively protect the interests of all stakeholders of the Company, so that the Company can accurately implement its business and future development strategies.

3. Explanation and Measures Regarding the Board's Gender Diversity When Directors of Either Gender Do Not Account for at Least One-Third of the Board

Due to the industrial characteristics of the Company's sector — the "Computer and Peripheral Equipment Industry" — the proportion of male employees is relatively high, resulting in the number of female directors currently not reaching one-third of the Board. Nevertheless, all incumbent Board members possess extensive expertise and professional experience, enabling them to provide comprehensive and valuable insights for major corporate decisions. To further enhance diversity, the Company will prioritize the selection of outstanding female candidates in future board elections or by-elections, aiming to broaden the Board’s perspectives and ensure the continued advancement of diversity and inclusion at the Board level.

3-1 Diversity of the Board of Directors:

Diversified Core Competences / Name and title	Nationality	Gender	A Concurrent Employee of the Company	Age			Seniority of Independent Director		Professional background				Professional knowledge and skills						
				51~60	61~70	71~80	Below 3 years	3~9 Years	Marketing	Finance and Accounting	Industry	Technology	Operational judgment capability	Accounting and financial analysis capability	Business administration capability	Crisis handling capability	Industrial Knowledge	International market perpective	Leadership and decision-making capability
Chairman Wkang-Hsiang Wang	R.O.C.	Male				V			V		V	V	V		V	V	V		V
Vice Chairman Ming-Hsing Chen		Male			V				V		V	V	V		V	V	V	V	V
Director Kuan-Ling Lai		Female		V						V	V		V	V	V	V	V		V
Independent Director Chin-Te Li		Male			V		V			V		V	V	V	V	V			V
Independent Director Yu-Chou Chiao		Male		V			V		V		V	V	V		V	V	V	V	V
Independent Director Wen-Hsiung Chan		Male		V			V		V		V	V	V		V	V	V	V	V

2-2 Specific management objectives and implementation of board diversity：

Diversified management objectives	Management Objectives	Implementation
Proportion of directors who concurrently serve as company managers	One third	Satisfied
An independent director shall not serve over three terms.	No more than three sessions	Satisfied
Proportion of directors with marketing professional background to the number of seats on the board of directors	One third	Satisfied
Proportion of directors with a professional background in financial accounting to the number of seats on the board of directors	One third	Satisfied
Proportion of directors with professional background in the industry to the number of seats on the board of directors	One third	Satisfied
Proportion of directors with professional background in technology to the number of seats on the board of directors	One third	Satisfied
Directors have diversified professional knowledge and skills (comprehensive consideration of operational judgment, accounting and financial analysis, business management, crisis management, industry knowledge, international market outlook, leadership decision-making, etc.)	Half	Satisfied

(II) Independence of the board of directors:

1. Our company has a total of 6 board members, among whom 3 are independent directors, accounting for 50% of the board. All independent directors maintain their independence when performing their duties and do not have any interest or relationship with the company. They also serve as members of the audit committee, responsible for expressing reasonable opinions on the company's financial statements, selecting (or dismissing) auditors, ensuring independence and performance, implementing effective internal controls, managing risks, and supervising the company's compliance with relevant laws and regulations.
2. All members of our company's board of directors do not have any spouse or relatives within the second degree of kinship, which complies with Article 26-3, paragraph 3 and paragraph 4 of the Securities and Exchange Act. In order to ensure the independence of the board of directors, our company explicitly stipulates in Article 17, paragraph 1 of the board meeting regulations that if a director has an interest relationship with the agenda item or a legal entity represented by the director, the director should explain the important content of the interest relationship at the meeting. If there is a risk of harming the company's interests, the director cannot participate in the discussion or vote, and should recuse themselves during the discussion and voting process, and cannot act as a proxy to exercise the voting rights of other directors. All members of our company's board of directors comply with the aforementioned regulations, which ensures that the discussion and voting of each agenda item are based on the objective and independent judgment of the directors.
3. In order to implement corporate governance and enhance the functions of the board of directors and functional committees, our company has developed and implemented the "Board of Directors Performance Evaluation Method." Every year, we conduct regular evaluations of the board of directors, functional committees, and individual directors' performance. Since 2020, we have appointed an external professional organization every three years to conduct a performance evaluation of the board of directors. The evaluation

results and recommendations are reported to the board of directors and serve as a reference for selecting or nominating directors for the next term.

4. According to the Articles of Association, the Company has 3 independent directors (accounting for 50%), and adopts the candidate nomination system. The qualifications of candidates are evaluated according to the establishment of independent directors of public companies and the matters to be followed, and they are elected by the shareholders' meeting on the list of independent directors. The relevant qualifications of independent directors are as follows:

Independent Director Qualification Table

Name of Independent Director / Qualifications and Conditions of Independent Director	Chin-Te Li	Yu-Chou Chiao	Wen-Hsiung Chan
1. An Instructor or Higher Position in a Department of Commerce, Law, Finance, Accounting, or Other Academic Department Related to the Business Requirements in a Public or Private Junior College, College or University			
2. A Judge, Public Prosecutor, Attorney, Certified Public Accountant, or Other Professional or Technical Specialist who Has Passed a National Examination and Has Been Awarded a Certificate in a Profession Necessary for the Business			
3. Has work experience in the areas of commerce, law, finance, or accounting, or otherwise needed by the business of the Company	V	V	V
1. Not under any of the categories stated in Article 30 of the Company Act.	V	V	V
2. Elected as a governmental or judicial person or a representative thereof as defined in Article 27 of the Company Act.	V	V	V
1. An employee of the Company or any of its affiliates.	V	V	V
2. A director, supervisor of the Company or any of its affiliates.	V	V	V
3. A natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the Company or is ranked in the top 10 in shareholdings.	V	V	V
4. Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer in the preceding 1 subparagraph, or of any of the persons in the preceding 2 and 3 subparagraphs.	V	V	V
5. A director, supervisor, or employee of an institutional shareholder that directly holds 5% or more of the total number of issued shares of the Company, or that ranks among the top 5 in shareholdings, or that designates its representative to serve as a director or supervisor of the Company under Paragraph 1 or 2, Article 27 of the Company Act.	V	V	V
6. A director, supervisor or employee of a company controlled by the same person who has shares over half of the Company's director seats or voting rights.	V	V	V
7. A director, supervisor, or employee of another company or institution who, or whose spouse, is a chairman, president, or person holding an equivalent position of the Company.	V	V	V

Qualifications and Conditions of Independent Director \ Name of Independent Director	Chin-Te Li	Yu-Chou Chiao	Wen-Hsiung Chan
8. A director, supervisor, manager or shareholder who holds over 5% shares of the specific company or institution that has financial or business dealings with the Company serving as the following (1) ~ (4).	V	V	V
(1) Holding more than 20% but not more than 50% of the total issued shares of the Company.	V	V	V
(2) Another company, its director, supervisor and shareholder holding more than 10% of the total shares who hold a total of more than 30% of the total issued shares of the Company, and the company has the record of financial or business contacts with the Company. The stocks held by the above-mentioned personnel include those held by their spouses, minor children and held in the name of others.	V	V	V
(3) Another company and its group company from which more than 30%.of the Company's operating income derives	V	V	V
(4) Another company and its group company which more than 50% of the quantity or total purchase amount of the Company's main raw materials (which account for more than 30% of the total purchase amount and are indispensable for manufacturing products) or main products (which account for more than 30% of the total operating revenue) comes from.	V	V	V
9. A professional individual, sole proprietorship, partnership, owner of a company or institution, partner, director, supervisor, managerial officer or spouse thereof that provides auditing service for the Company or any of its affiliates, or provides commercial, legal, financial, or accounting service with cumulative remuneration more than NT$500,000 in the past two years. However, this does not apply in cases where members of the Remuneration Committee, the Review Committee for Public Tender Offer or the Special Committee for Mergers and Acquisitions perform their functions in accordance with the Act or the Business Mergers and Acquisitions Act.	V	V	V
VI. Not Concurrently an Independent Director of Three Other Public Companies	V	V	V
V. Two or more independent directors have been appointed according to the law or the Articles of Association, which is not less than one-fifth of the directors.	V	V	V

5. Education and Training of Directors

Title	Name	Date of appointment	Date of initial appointment	Date From	Date To	Training Institution	Course Name	Training Hours	Training Hours of the Year	Compliant or not
Independent Director	Chin-Te Li	2024/01/11	2018/02/22	2025/1/15	2025/1/15	Accounting Research and Development Foundation	Analysis of the Latest Securities, Financial, and Tax Regulations and Professional Standards	1.0	4.0	yes
				2025/1/15	2025/1/15	Accounting Research and Development Foundation	Recent Amendments and Practical Applications of International Financial Reporting Standards (IFRS)	3.0		
				2024/12/11	2024/12/11	Accounting Research and Development Foundation	Risk Management and Internal Controls Practices for Enterprises under the ESG Trend	3.0	49.0	yes
				2024/12/11	2024/12/11	Accounting Research and Development Foundation	Analysis of the Latest Securities, Financial, and Tax Regulations and Professional Standards	1.0		
				2024/11/13	2024/11/13	Accounting Research and Development Foundation	Analysis of the Latest Securities, Financial, and Tax Regulations and Professional Standards	1.0		
				2024/11/13	2024/11/13	Accounting Research and Development Foundation	Legal Liability and Judicial Investigation Cases Regarding "Financial Statement Fraud" in Enterprises	3.0		
				2024/9/30	2024/9/30	Taiwan Institute of Directors	Intelligent Leadership: Creating a New Paradigm for AI Governance	3.0		
				2024/9/11	2024/9/11	Accounting Research and Development Foundation	Analysis of the Latest Securities, Financial, and Tax Regulations and Professional Standards	1.0		
				2024/9/11	2024/9/11	Accounting Research and Development Foundation	Fintech and Emerging Money Laundering Methods: Legal Liabilities and Case Studies	3.0		
				2024/8/2	2024/8/2	Independent Director Association Taiwan	Family Business Succession and Taxation Practices	3.0		
				2024/7/17	2024/7/17	Accounting Research and Development Foundation	The Impact of the Net-Zero Carbon Emissions Era on Financial Statements	3.0		
				2024/7/17	2024/7/17	Accounting Research and Development Foundation	Analysis of the Latest Securities, Financial, and Tax Regulations and Professional Standards	1.0		
				2024/6/12	2024/6/12	Accounting Research and Development Foundation	Legal Liability and Practical Case Studies of Insider Trading by Corporate Insiders	3.0		
				2024/6/12	2024/6/12	Accounting Research and Development Foundation	Analysis of the Latest Securities, Financial, and Tax Regulations and Professional Standards	1.0		
				2024/5/24	2024/5/24	Taiwan Investor Relations Institute	The Future of Taiwanese Businesses Amidst the U.S.-China-Taiwan Tensions	3.0		
				2024/5/15	2024/5/15	Accounting Research and Development Foundation	Practical Approaches to Corporate Tax Governance under the ESG Trend	3.0		

				2024/5/15	2024/5/15	Accounting Research and Development Foundation	Analysis of the Latest Securities, Financial, and Tax Regulations and Professional Standards	1.0		
				2024/4/17	2024/4/17	Accounting Research and Development Foundation	Seminar on the Latest Annual Corporate Income Tax Filing Practices	3.0		
				2024/4/17	2024/4/17	Accounting Research and Development Foundation	Analysis of the Latest Securities, Financial, and Tax Regulations and Professional Standards	1.0		
				2024/3/13	2024/3/13	Accounting Research and Development Foundation	Tax Strategies and Practices for Offshore Holdings and Cross-border Investments	3.0		
				2024/3/13	2024/3/13	Accounting Research and Development Foundation	Analysis of the Latest Securities, Financial, and Tax Regulations and Professional Standards	1.0		
				2024/2/21	2024/2/21	Accounting Research and Development Foundation	Analysis of Common Tax Deficiencies and Penalty Cases in Enterprises	3.0		
				2024/2/21	2024/2/21	Accounting Research and Development Foundation	Analysis of the Latest Securities, Financial, and Tax Regulations and Professional Standards	1.0		
				2024/1/17	2024/1/17	Accounting Research and Development Foundation	Regulations and Corporate Governance Practices for Related Party Transactions by Directors, Supervisors, and Senior Executives	3.0		
				2024/1/17	2024/1/17	Accounting Research and Development Foundation	Analysis of the Latest Securities, Financial, and Tax Regulations and Professional Standards	1.0		
Independent Director	Yu-Chou Chiao	2024/01/11	2024/01/11	2024/5/21	2024/5/21	Independent Director Association Taiwan	ESG Rating Analysis in Capital Markets and the Business Implications of Sustainability Assessment	3.0	12.0	yes
				2024/4/26	2024/4/26	Corporate Operating and Sustainable Association	Challenges and Business Strategies for Taiwanese Enterprises in an Era of Turbulence	3.0		
				2024/4/11	2024/4/11	Independent Director Association Taiwan	Legal Liability and Practical Case Studies Related to Directors (Including Independent Directors)	3.0		
				2024/3/14	2024/3/14	Independent Director Association Taiwan	How Boards of Directors Should Manage Corporate Financial Risks: Practical Case Analysis	3.0		
Corporate director representative	Kuan-Ling Lai	2024/01/11	2024/01/11	2024/10/16	2024/10/16	Accounting Research and Development Foundation	Key Review Points of IFRS Financial Instruments and Fair Value Assessment	3.0	39.0	yes
				2024/10/16	2024/10/16	Accounting Research and Development Foundation	Analysis of the Latest Securities, Financial, and Tax Regulations and Professional Standards	1.0		
				2024/8/14	2024/8/14	Accounting Research and Development Foundation	Corporate Tax Planning Strategies and Analysis of Associated Legal Responsibilities	3.0		

				2024/8/14	2024/8/14	Accounting Research and Development Foundation	Analysis of the Latest Securities, Financial, and Tax Regulations and Professional Standards	1.0		
				2024/7/17	2024/7/17	Accounting Research and Development Foundation	The Impact of the Net-Zero Carbon Emissions Era on Financial Statements	3.0		
				2024/7/17	2024/7/17	Accounting Research and Development Foundation	Analysis of the Latest Securities, Financial, and Tax Regulations and Professional Standards	1.0		
				2024/6/21	2024/6/21	Taiwan Corporate Governance Association	Corporate Governance and Securities Regulations	3.0		
				2024/6/12	2024/6/12	Accounting Research and Development Foundation	Legal Liability and Practical Case Studies of Insider Trading by Corporate Insiders	3.0		
				2024/6/12	2024/6/12	Accounting Research and Development Foundation	Analysis of the Latest Securities, Financial, and Tax Regulations and Professional Standards	1.0		
				2024/5/15	2024/5/15	Accounting Research and Development Foundation	Practical Approaches to Corporate Tax Governance under the ESG Trend	3.0		
				2024/5/15	2024/5/15	Accounting Research and Development Foundation	Analysis of the Latest Securities, Financial, and Tax Regulations and Professional Standards	1.0		
				2024/4/17	2024/4/17	Accounting Research and Development Foundation	Seminar on the Latest Annual Corporate Income Tax Filing Practices	3.0		
				2024/4/17	2024/4/17	Accounting Research and Development Foundation	Analysis of the Latest Securities, Financial, and Tax Regulations and Professional Standards	1.0		
				2024/3/13	2024/3/13	Accounting Research and Development Foundation	Tax Strategies and Practices for Offshore Holdings and Cross-border Investments	3.0		
				2024/3/13	2024/3/13	Accounting Research and Development Foundation	Analysis of the Latest Securities, Financial, and Tax Regulations and Professional Standards	1.0		
				2024/2/21	2024/2/21	Accounting Research and Development Foundation	Analysis of Common Tax Deficiencies and Penalty Cases in Enterprises	3.0		
				2024/2/21	2024/2/21	Accounting Research and Development Foundation	Analysis of the Latest Securities, Financial, and Tax Regulations and Professional Standards	1.0		
				2024/1/17	2024/1/17	Accounting Research and Development Foundation	Regulations and Corporate Governance Practices for Related Party Transactions by Directors, Supervisors, and Senior Executives	3.0		
				2024/1/17	2024/1/17	Accounting Research and Development Foundation	Analysis of the Latest Securities, Financial, and Tax Regulations and Professional Standards	1.0		

Independent Director	Wen-Hsiung Chan	2024/01/11	2009/05/11	2024/7/26	2024/7/26	Corporate Operating and Sustainable Association	Practical Compliance for Boards of Directors and Legal Responsibilities of Directors and Supervisors: Case Studies Included	3.0	9.0	yes
				2024/4/30	2024/4/30	Corporate Operating and Sustainable Association	ESG Trends and Global Tax Reform in the Post-Pandemic Era: Corporate Tax Governance Perspectives	3.0		
				2024/3/17	2024/3/17	Taiwan Corporate Governance Association	Corporate Governance and Securities Regulations	3.0		
Corporate director representative	Ming-Hsing Chen (note 2)	2024/01/11	2018/02/22	2024/8/2	2024/8/2	Independent Director Association Taiwan	Family Business Succession and Taxation Practices	3.0	6.0	yes
				2024/5/24	2024/5/24	Taiwan Investor Relations Institute	The Future of Taiwanese Businesses Amidst the U.S.-China-Taiwan Tensions	3.0		
Corporate director representative	Wkang-Hsiang Wang (note 2)	2024/08/28	2020/10/21	2024/11/7	2024/11/7	Taiwan Corporate Governance Association	Global Trend Analysis – Risks and Opportunities	3.0	9.0	NA
				2024/9/30	2024/9/30	Taiwan Stock Exchange Corporation	Summit on Strengthening Taiwan's Capital Market	3.0		
				2024/8/7	2024/8/7	Taiwan Corporate Governance Association	How Enterprises Can Enhance Corporate Governance through TIPS Intellectual Property Management	3.0		

Note 1: On January 11, 2024, a full re-election of its Board of Directors ahead of schedule. The corporate representative Directors Hong-Hsin Lin and Independent Directors Mao-Yin Tsai and Ying-Sheng Chin resigned. Newly appointed are corporate representative Directors Ming-Cheng Wang, Kuan-Ling Lai, and Independent Directors Chin-Te Li, Ming-HsingcChen, and Yu-Chou Chiao.

Note 2: On August 29, 2024, Independent Director Ming-Hsing Chen resigned.

Corporate representative of Tatung Co. Chairman Yi-Wen Chung resigned on August 8, 2024. On August 28, 2024, Director WKuang-Hsiang Wang was re-designated and subsequently elected as Chairman on August 30, 2024. On the same day, Director Ming-Cheng wang was re-designated , while Director Ming-Hsing Chen was newly designated and approved by the Board of Directors to serve as Vice Chairman.

(II) President, Vice Presidents, Assistant Vice Presidents, and Heads of Departments and Branches

March 31, 2025

Title	Nationality	Name	Gender	Date of appointment	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Experience (Education)	Other Position Concurrently Held at the Company and Other Companies	Managerial Officer who Are Spouses or within the Second Degree of Kinship			Remark
					Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio			Title	Name	Relationship	
President	R.O.C.	Chia-Sheng Chen	Male	2024.01.12	0	0.00	0	0.00	0	0.00	Department of Hydraulic Engineering, Feng Chia University. Worked at Mega Union Group Limited, Shenzhen Sannuo Group, Xiamen Cankun Industrial Co., Ltd., Beijing Sinovatio Technology Co., Ltd., Elitegroup Computer Systems Co., Ltd., Protac International Gmbh, IBM (Taiwan Branch), Acer Inc., and Xcrox (Taiwan Quanlu).	Director of Elitegroup Computer Systems (HK) Co., Ltd. Director of Elitegroup Computer Systems (Japan) Co., Ltd. Legal Person Director Representative of Elite Computer (Viking Island) Holding Company Director of ECS Holding (America) Co. Director of Elitegroup Computer Systems Korea Co., Ltd. Legal Person Director Representative of Unitop International Corp. Legal Person Director Representative of Unity Investments Limited Director of ECS Holding (HK) Co., Limited. Director of Elitegroup Technology (Thailand) Co.,Ltd. Director of Xun Rui Electron (Shenzen) Co., Ltd. Director of Beijing Xunrun Technology Co., Ltd Director of Venture Well Holdings Limited Director of Elitegroup Computer Systems Inc.(USA) Director of Super ECS USA, Inc. Legal Person Director Representative of Unique Sino Limited Director of ECS Digital Technology (SHENZHEN) LTD. Director of ECS Trading (Shenzhen) Co., Ltd. Director of Alpha Leader Limited Director of Golden Elite Technology (SHENZHEN) LTD. Director of Elite Circuit Technology (Thailand) Co., Ltd. Legal Person Director Representative 、Chairman and CEO of ECS Industrial Computer Co., Ltd.	None	None	None	None

Title	Nationality	Name	Gender	Date of appointment	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Experience (Education)	Other Position Concurrently Held at the Company and Other Companies	Managerial Officer who Are Spouses or within the Second Degree of Kinship			Remark
					Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio			Title	Name	Relationship	
Senior Vice President	China	Qi Cai	Male	2024.05.09	0	0.00	0	0.00	0	0.00	China Europe International Business School (CEIBS) / EMBA Sannuo Information Technology Co., Ltd., Shenzhen Leaguer Group Lenovo Group	Director of Venture Well Holdings Limited CEO of Super ECS USA, Inc.	None	None	None	None
Vice President	R.O.C.	Chih-Wei Chang	Male	2022.03.07	0	0.00	0	0.00	0	0.00	Department of Information Management, Ming Chuan University ECS, FII	None	None	None	None	None
Vice President	R.O.C.	Mu-Hui Chiang	Female	2022.03.07	0	0.00	0	0.00	0	0.00	Department of Japanese, Tamkang University Heml Technology Inc., Alternative International Technology Co., Ltd. Taiwan San Pao Information Co., Ltd.	None	None	None	None	None
Vice President	R.O.C.	Huan-Yen Liu	Female	2022.03.07	0	0.00	0	0.00	0	0.00	International Business Department / Economics, National Chi Nan University Giant Castle Co., Ltd., Walton Chaintech Corporation	None	None	None	None	None
Vice President	R.O.C.	Yu-Pin Weng	Male	2022.03.07	0	0.00	0	0.00	0	0.00	Executive Master of Business Administration (EMBA), National Taiwan University (Currently Enrolled) Computer Engineering Group of Taipei City University of Science and Technology Uniwill Computer Corp., Shuttle Inc., Tsinghua Tongfang Co., Ltd.	General Manager of Chuang-ke Technology (Shenzhen) Ltd. Supervisor of Elitegroup Computer Systems (Japan) Co., Ltd. Supervisor of Elitegroup Computer Systems Korea Co., Ltd. CEO of ECS Trading (Shenzhen) Co., Ltd.	None	None	None	None
Vice president	R.O.C.	Chun-Hao Huang	Male	2022.03.07	0	0.00	0	0.00	0	0.00	Transportation and Logistics Group, School of Management, National Yang Ming Chiao Tung University Tatung Co., SEEDNet	None	None	None	None	None

Title	Nationality	Name	Gender	Date of appointment	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Experience (Education)	Other Position Concurrently Held at the Company and Other Companies	Managerial Officer who Are Spouses or within the Second Degree of Kinship			Remark
					Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio			Title	Name	Relationship	
Vice President	R.O.C.	Chao-Cheng Chang	Male	2024.11.01	0	0.00	0	0.00	0	0.00	Chin-Yi Institute of Technology / Department of Electrical Engineering (Electric Power Division) Golden Elite Technology (SHENZHEN) LTD. Elitegroup Computer Systems (ECS) Guangxi Sanchuang Technology Co., Ltd. Foxconn Technology Group Twinhead International Corp.	Director and CEO of Xun Rui Electron (Shenzen) Co., Ltd. Director and CEO of Beijing Xunrun Technology Co., Ltd Director and CEO ECS Digital Technology (SHENZHEN) LTD. Supervisor of ECS Trading (Shenzhen) Co., Ltd. Director and CEO Golden Elite Technology (SHENZHEN) LTD.	None	None	None	None
Vice President	R.O.C	Kuo-Chang Chen	Male	2025.01.02	19	0.00	0	0.00	0	0.00	Vanung Institute of Technology Elitegroup Computer Systems (ECS) Shuttle Inc. Ton-der Corporation Taichin Co., Ltd.	None	None	None	None	None
Assistant Vice President Corporate Governance Officer Financial officer, Accounting officer and spokesperson	R.O.C.	Huei-Lan Tu	Female	2025.01.17	2,244	0.00	0	0.00	0	0.00	Graduate Institute of Business Administration, National Chengchi University Acer Incorporated GigaMedia Limited Apacer Technology Inc. Net wave group GGA Corp.	None	None	None	None	None
Associate Vice President of the Auditing Office Audit Supervisor	R.O.C.	CHI-JEN SHIAU	Male	2024.11.01	0.00	0.00	0	0.00	0	0.00	Executive MBA Program, Department of Finance, College of Management, National Taiwan University Tatung Company Waffer Technology Corp. Foxconn Technology Group Fuhua Electronic Co., Ltd.	None	None	None	None	None

Note:Chairman and CEO Yi-Wen Chung resigned on August 8, 2024.,General Manager Chin-Lai Wang resigned on January 11, 2024.,Vice President Yen-Chang Lee resigned on January 15, 2024.,Senior Vice President (Chief Strategy Officer) Cheng-Hui Chao assumed office on February 22, 2024, and resigned on February 21, 2025.,Senior Vice President Shih-Ping Cheng resigned on March 27, 2024.,Vice President Yi-Fen, Kao Chief Corporate Governance Officer, resigned on April 3, 2024.,Senior Manager Yi-Ken Chen assumed the role of Chief Corporate Governance Officer on April 18, 2024, and had a position adjustment on August 8, 2024.,Vice President Li-Ta Yu assumed office on May 9, 2024, and resigned on October 30, 2024.,Vice President Ping-Ying Tsai resigned on June 27, 2024.,Vice President Hsiu-Chen Hsuang resigned on August 9, 2024.,Senior Vice President Tian-Sung Lu resigned on August 9, 2024.,Vice President Hung-Jen Linghu resigned on August 16, 2024.,Vice President Yung-Kang Hsu resigned on August 17, 2024.,Senior Special Assistant Shu-Fang Yu assumed office on September 9, 2024, and had a position adjustment on February 21, 2025.,Vice President Jung-Cheng Tsao resigned on September 30, 2024.,Assistant Vice President Chin-Chao Chang of the Audit Office resigned on October 3, 2024.,Vice President Yang Huang resigned on November 4, 2024.,Vice President Hsi-Chuan Chang assumed office on January 2, 2025, and resigned on February 5, 2025.,Vice President Yi-Ching Chung assumed the role of Chief Corporate Governance Officer on August 8, 2024, and resigned on January 17, 2025.,Vice President Po-Shun Chen resigned on January 17, 2025.

(III) Remunerations paid to Directors (including Independent Directors), President and Vice Presidents in the Most Recent Fiscal Year

1. Remuneration paid to Directors and Independent Directors (reveal the name in a summarized manner according to the range)

Unit: NT$1,000

Title	Name	Remuneration Paid to Directors								Proportion of total amount of A, B, C, and D to the net income after tax		Relevant Remuneration Received by Directors who Are Also Employees								Ratio of Total Remuneration (A+B+C+D+E+F+G) to Net Income		Remuneration from Invested Companies Other than Subsidiaries or the Parent Company
		Base Compensation (A)		Severance Pay and Pension (B)		Directors (C)		Business Execution Expenses (D)				Salary, Bonus, and Allowance (E)		Severance Pay and Pension (F)		Employee Compensation (G)						
		The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statement	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company		All Companies in Consolidated Financial Statements		The Company	All Companies in Consolidated Financial Statements	
																Cash	Stock	Cash	Stock			
Director	Tatung Co., Ltd. Representative: Wkang-Hsiang Wang (Note1)	0	0	0	0	0	0	0	0	0 0%	0 0%	0	0	0	0	0	0	0	0	0 0%	0 0%	20
	Tatung Co., Ltd. Representative: I-Wen Chung (Note2)	0	0	0	0	0	0	35	35	35 (0.04%)	35 (0.04%)	3,983	3,983	2,000	2,000	0	0	0	0	6,018 (6.65%)	6,018 (6.65%)	0
	Tatung Co., Ltd. Representative: Ming-Hsing Chen (Note5)	4,077	4,077	0	0	0	0	20	20	4,097 (4.53%)	4,097 (4.53%)	0	0	0	0	0	0	0	0	4,097 (4.53%)	4,097 (4.53%)	0
	Tatung Co., Ltd. Representative: Kuan-Ling Lai (Note3)	551	551	0	0	0	0	55	55	606 (0.67%)	606 (0.67%)	0	0	0	0	0	0	0	0	606 (0.67%)	606 (0.67%)	0
	Tatung Co., Ltd. Representative: Ming-Cheng Wang (Note3、5)	307	307	0	0	0	0	35	35	342 (0.38%)	342 (0.38%)	0	0	0	0	0	0	0	0	342 (0.38%)	342 (0.38%)	0
	Tatung Co., Ltd. Representative: Hung-Hsin Lin (Note3)	21	21	0	0	0	0	0	0	21 (0.02%)	21 (0.02%)	0	0	0	0	0	0	0	0	21 (0.02%)	21 (0.02%)	0
Independent Director	Chin-Te Li (Note 3)	621	621	0	0	0	0	60	60	681 (0.75%)	681 (0.75%)	0	0	0	0	0	0	0	0	681 (0.75%)	681 (0.75%)	0
	Yu-Chou Chiao (Note 3)	621	621	0	0	0	0	60	60	681 (0.75%)	681 (0.75%)	0	0	0	0	0	0	0	0	681 (0.75%)	681 (0.75%)	0
	Wen-Hsiung Chan	635	635	0	0	0	0	50	50	685 (0.76%)	685 (0.76%)	0	0	0	0	0	0	0	0	685 (0.76%)	685 (0.76%)	0
	Ming-Hsing Chen (Note 3、4)	384	384	0	0	0	0	40	40	424 (0.47%)	424 (0.47%)	0	0	0	0	0	0	0	0	424 (0.47%)	424 (0.47%)	0
	Maw-In Tsai (Note 3)	35	35	0	0	0	0	0	0	35 (0.04%)	35 (0.04%)	0	0	0	0	0	0	0	0	35 (0.04%)	35 (0.04%)	0
	Chih-Hung Shih (Note 3)	35	35	0	0	0	0	0	0	35 (0.04%)	35 (0.04%)	0	0	0	0	0	0	0	0	35 (0.04%)	35 (0.04%)	0

1. Please explain the independent director remuneration policy, system, standard, and structure, and the connection between the amount of remuneration and the considered factors such as their job responsibilities, risks, and working time:
   In accordance with Article 13-2 of the articles of association of the Company: the remunerations of the directors of the Company shall be agreed upon by the Board of Directors according to the degree of their participation in the operation of the Company and the value of their contributions to the Company, as well as the usual standards of the industry.
2. 2. Other than disclosures in the above table, remuneration paid to directors for providing services (e.g., providing consulting services as a non-employee for the parent company, all the companies in consolidated financial statements and reinvestment entities) in the most recent year: None.

Note1: Corporate Representative of Tatung Co., Chairman WKuang-Hsiang Wang was re-designated on August 28, 2024.

Note2: Corporate Representative of Tatung Co., Chairman Yi-Wen Chung resigned on August 8, 2024.

Note3: On January 11, 2024, the Company re-elected all directors in advance, amoung which Director Hung-Hsin Lin, Independent Directors Maw-In Tsai, Yin-Shen Chin retired. Directors Ming-Cheng Wang, Kuan-Ling Lai, and Independent Directors Chin-Te Li, Ming-Hsing Chen, Yu-Chou Chiao were newly elected.

Note4: Independent Director Mr. Ming-Hsing Chen resigned on August 29, 2024.Note ★4: Independent Director Chen Ming-Hsing resigned on August 29, 2024.

Note5: Re-designation of Tatung Co.'s Corporate Representative Director: On August 30, 2024, Director Wang Ming-Cheng was removed and Chen Ming-Hsing was newly appointed.

2. Remunerations of the President and Vice Presidents

Unit: NT$1,000

Title	Name	Salary (A)		Severance Pay and Pension (B)		Bonus and Allowance (C)		Employee Compensation (D)				Proportion of total amount of A, B, C, and D to the earnings after tax (%)		Is there any remuneration received from a re-invested business other than a subsidiary or from the parent company
		The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company		All Companies included in the financial statement		The Company	All Companies in Consolidated Financial Statements	
								Cash	Stock	Cash	Stock			
President	Chia-Sheng Chen(Note1)	5,817	5,817	0	0	3,383	3,383	0	0	0	0	9,200 (10.17%)	9,200 (10.17%)	0
Senior Vice President	Qi Cai (Note1)	2,704	2,704	0	0	501	501	0	0	0	0	3,205 (3.54%)	3,205 (3.54%)	0
Vice President	Chih-Wei Chang	2,427	2,427	0	0	1,093	1,093	0	0	0	0	3,520 (3.89%)	3,520 (3.89%)	0
Vice President	Mu-Hui Chiang	2,553	2,553	0	0	493	493	0	0	0	0	3,046 (3.37%)	3,046 (3.37%)	0
Vice President	Huan-Yen Liu	2,402	2,402	0	0	1,121	1,121	0	0	0	0	3,523 (3.89%)	3,523 (3.89%)	0
Vice President	Yu-Pin Weng	2,470	2,470	0	0	400	400	0	0	0	0	2,870 (3.17%)	2,870 (3.17%)	0
Vice President	Chun-Hao Huang	2,250	2,250	0	0	458	458	0	0	0	0	2,708 (2.99%)	2,708 (2.99%)	0
Vice President	Chao-Cheng Chang (Note1)	300	589	0	0	470	470	0	0	0	0	770 (0.85%)	1,059 (1.17%)	0
President	Chin-Lai Wang(Note2)	293	293	0	0	0	0	0	0	0	0	293 (0.32%)	293 (0.32%)	0
Vice President	Yen-Chang Lee(Note2)	170	170	0	0	246	246	0	0	0	0	416 (0.46%)	416 (0.46%)	0
Senior Vice President	Shih-Ping Cheng(Note2)	725	725	0	0	0	0	0	0	0	0	725 (0.80%)	725 (0.80%)	0
Vice President	I-Fen Kao(Note2)	546	546	0	0	20	20	0	0	0	0	566 (0.63%)	566 (0.63%)	0
Chairman And CEO	I-Wen Chung(Note2)	3,983	3,983	2,000	2,000	0	0	0	0	0	0	5,983 (6.61%)	5,983 (6.61%)	0
Senior Vice President	Tien-Sung Lu(Note2)	1,070	2,409	0	0	462	462	0	0	0	0	1,532 (1.69%)	2,871 (3.17%)	0
Vice President	Hsiu-Chen Huang(Note2)	1,553	1,553	0	0	0	0	0	0	0	0	1,553 (1.72%)	1,553 (1.72%)	0
Vice President	Hong Jen Ling-Hu(Note2)	1,567	1,567	0	0	0	0	0	0	0	0	1,567 (1.73%)	1,567 (1.73%)	0
Vice President	Yung-Kang Hsu(Note2)	1,829	1,829	0	0	86	86	0	0	0	0	1,915 (2.12%)	1,915 (2.12%)	0
Vice President	Jung-Chen Tsao(Note2)	1,800	1,800	0	0	0	0	0	0	0	0	1,800 (1.99%)	1,800 (1.99%)	0
Vice President	Yang Huang(Note2)	2,027	2,865	0	0	1,063	1,063	0	0	0	0	3,090 (3.41%)	3,928 (4.34%)	0
Vice President	Li-Ta Yu(Note3)	2,010	2,010	0	0	72	72	0	0	0	0	2,082 (2.30%)	2,082 (2.30%)	0
Vice President	Yi-Ching Chung(Note2)	2,305	2,305	0	0	514	514	0	0	0	0	2,819 (3.12%)	2,819 (3.12%)	0
Vice President	Po-Shun Chen(Note2)	2,270	2,270	0	0	438	438	0	0	0	0	2,708 (2.99%)	2,708 (2.99%)	0
Senior Vice President	Cheng-Hui Chao(Note3)	3,150	3,150	0	0	626	626	0	0	0	0	3,776 (4.17%)	3,776 (4.17%)	0

Note 1:General Manager Chia-Sheng Chen assumed office on January 12, 2024;Senior Vice President Qi Cai assumed office on May 9, 2024;Vice President Chao-Cheng Chang assumed office on November 1, 2024.

Note 2:General Manager Chin-Lai Wang resigned on January 11, 2024;Vice President Yen-Chang Lee resigned on January 15, 2024;Senior Vice President Shih-Ping Cheng resigned on March 27, 2024;Vice President Yi-Fen Kao resigned on April 3, 2024;Chairman and CEO Yi-Wen Chung resigned on August 8, 2024;Senior Vice President Tian-Sung Lü resigned on August 9, 2024;Vice President Hsiu-Chen Huang resigned on August 9, 2024;Vice President Hung-Jen Linghu resigned on August 16, 2024;Vice President Yung-Kang Hsu resigned on August 17, 2024;Vice President Jung-Cheng Tsao resigned on September 30, 2024;Vice President Yang Huang resigned on November 4, 2024;Vice President Yi-Ching Chung resigned on January 17, 2025;Vice President Po-Shun Chen resigned on January 17, 2025.

Note3 :Vice President Li-Ta Yu assumed office on May 9, 2024, and resigned on October 30, 2024;Senior Vice President Cheng-Hui Chao assumed office on February 22, 2024, and resigned on February 21, 2025.

3. Name of Managerial Officers and the Distribution of Employee Bonus

March 31, 2025
Unit: NT$1,000

	Title	Name	Stock	Cash	Total	Ratio of Total Amount to Net Income (%)
Managerial Officer	President(Took office on 1/12/2024)	Chia-Sheng Chen	0	0	0	0
	Senior Vice President(Took office on 5/9/2024)	Qi Cai				
	Vice President	Chih-Wei Chang				
	Vice President	Mu-Hui Chiang				
	Vice President	Huan-Yen Liu				
	Vice President	Yu-Pin Weng				
	Vice President	Chun-Hao Huang				
	Vice President(Took office on 11/1/2024)	Chao-Cheng Chang				

(IV)Compare the ratio of the total remuneration paid to the Company's Directors, President, and Vice Presidents in the most recent two years to the net income after tax in the financial report by the Company and all companies in the consolidated statements, and explain the policies, standards and combinations of remuneration payment, the procedures for determining remuneration, and the relevance with business performance and future risks.

1. Analysis on the ratio of the total remuneration paid by the Company and all enterprises in the consolidated financial statements to the Company's Directors, President, and Vice Presidents to the earnings after tax:

Years	Total remunerations paid to Directors, President and Vice Presidents		Percentage of total amount to earnings after tax in individual financial report (%)	
	The Company	All Companies Included in the Consolidated Financial Statements	The Company	All Companies included in the Consolidated Financial Statements
2023	121,602	126,337	12.00	12.46
2024	67,309	69,775	(74.38)	(77.10)

Note: The shareholders' meeting was comprehensively re-elected on Jun. 25, 2018, and the Audit Committee was set up to replace the supervisory authority.

2. The policies, standards and combinations of remuneration payment to Directors, President, and Vice Presidents, the procedures for determining remuneration, and the relevance with business performance and future risks:

(1) Remuneration policies, standards and packages

The remuneration of the directors and managers of the Company is considered by the Remuneration Committee in accordance with Articles 13-2 and 19 of the Articles of Association of the Company (as set out below), based on the value of their participation and contribution to the Company's operation, and the relevant results of the following performance evaluation of directors and managers, which is sent to the Board of Directors for resolution.

Article 13-2 of the articles of association of the Company: the remunerations of the directors of the Company shall be agreed upon by the Board of Directors according to the degree of their participation in the operation of the Company and the value of their contributions to the Company, as well as the usual standards of the industry.

Article 19 of the articles of association of the Company: If the Company has any profit in the year (the so-called profit refers to the pre-tax profit before the deduction of the remuneration paid to employees and the remuneration paid to directors), no less than 10% shall be set aside for employees' remuneration and no more than 1% for the directors' remuneration. If the Company has accumulated losses (including adjustments on unappropriated profits), it shall retain a portion of profits to offset the losses first.

(2) Procedure for determining remuneration:

In order to regularly evaluate the salary and remuneration of directors and managers, the evaluation results performed by directors and managers of the Company are taken as basis:

A. Directors' Remuneration: According to the Company's "Measures for Payment of Remuneration of Directors and Functional Committee Members" and "Measures for Evaluating the Performance of the Board of Directors and Functional Committees", the contents of the evaluation of the Board member performance accordingly includes at least alignment of the goals and missions of the Company, awareness of the duties of a director, participation in the operation of the Company, management of internal relationship and communication, the director's professionalism and continuing education, and internal control, attention to ESG and other comprehensive factors, considering the peer standards and giving reasonable remuneration to directors.

B. Manager's remuneration: the Company's "Salary, Bonus and Remuneration Measures" and "Performance Reward System Measures" is used as the reference for issuing manager's bonus. List the important performance evaluation items of managers as follows:

a. Financial indicators: the distribution is based on the Company's management income statement, the contribution of profit of various business departments to the Company, the Company's revenue, gross profit margin, budget completion rate, net profit before tax and net profit after tax completion rate, inventory performance measurement standards, accounts receivable and other performance measurement standards.

b. Non-financial indicators: the practice of the Company's core values, the operation and management ability, the participation of sustainability management and other factors are considered comprehensively. According to the completion rate of the managers' goals and their contribution to the Company's performance, the remuneration of their operating performance is calculated to give reasonable remuneration to the managers.

(3) Correlation with business performance and future risks:

A. The review of payment standards and systems related to the remuneration policy of the Company is mainly based on the overall operating conditions of the Company, and the payment standards are approved according to the performance completion rate and the contribution, so as to enhance the overall organizational team effectiveness of the board of directors and managers. In addition, referring to the industry salary standards, we will ensure that the salary of our management is competitive in the industry, so as to retain outstanding management talents.

B. The Company's managers' performance objectives are combined with "risk control" to ensure that possible risks within the scope of duties can be managed and prevented, and the results of evaluation are verified according to the actual performance, linking the relevant human resources and relevant salary and compensation policies. The Company's management makes important decisions after balancing various risk factors. The performance of relevant decisions is reflected in the Company's profit situation, and the salary of the management is related to the risk control performance. Reduce the possibility of future operational risks to the minimum and keep the remuneration system under review in the light of actual business conditions and relevant legislation, so as to achieve a balance between the Company's sustainability and risk management.

II.Implementation of Corporate Governance

(I) Board of Directors:

1. Operations of the Board of Directors

The Board of Directors held 11 meetings in the most recent year (A). The attendance and appearance of directors were as follows:

Title	Name (Note 1)	Actual number of attendance (appearance) B	Attendance by Proxy	Actual attendance (appearance) rate (%) [B / A]	Expected Attendance Times	Remark
Chairman and	Tatung Co., Ltd. Representative: Wkang-Hsiang Wang	4	0	100	4	2024/8/28 Legal person reassignment
Vice Chairman	Tatung Co., Ltd. Representative: Ming-Hsing Chen	4	0	100	4	2024/8/30 Legal person reassignment
Director	Tatung Co., Ltd. Representative: Kuan-Ling Lai	11	0	100	11	
Independent Director	Wen-Hsiung Chan	10	1	90.91	11	
Independent Director	Chin-Te Li	11	0	100	11	
Independent Director	Ming-Hsing Chen	7	0	100	7	2024/8/29 Resignation
Independent Director	Yu-Chou Chiao	11	0	100	11	
Chairman and CEO	Tatung Co., Ltd. Representative: I-Wen Chung	7	0	100	7	2024/8/8 Resignation
Director	Tatung Co., Ltd. Representative: Ming-Cheng Wang	7	0	100	7	2024/8/30 Legal person reassignment and dismissal
Total		72	1	98.63	73	The actual attendance rate of all directors is: 72/73 = 98.63%

Other matters to be recorded:

I. With regard to the implementation of the Board of Directors, if any of the following circumstances occurs, the dates, terms of the meetings, contents of motions, all independent directors' opinions and the Company's handling of such opinions shall be specified:

(I) Matters listed in Article 14-3 of the Securities and Exchange Act: Independent directors have no dissenting or qualified opinion, please refer to page 81-86.

(II) Any recorded or written Board resolutions to which independent directors have objections or reservations to be noted in addition to the above: None, please refer to page 81-86. for details.

II. If there are directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and voting shall be specified: please refer to page 81-86. resolutions of the board of directors and their implementation.

III. The listed company shall disclose the evaluation period, evaluation scope, method, and evaluation content of the Board of Directors' self-evaluation (or peer evaluation), and fill in Schedule II (2) Implementation of the board evaluation: On March 20, 2020, the Board of Directors of the Company decided to adopt the performance evaluation method of the Board of Directors, and the Board of Directors would report self (or peer) evaluation in December every year, and make announcement and declaration according to the regulations.

IV. Evaluation of targets (such as establishing the Audit Committee and enhancing information transparency) for strengthening of the functions of the Board of Directors during the current and immediately preceding fiscal years, and measures taken toward achievement thereof:

1. Implement corporate governance and improve the functions of the company's board of directors. The company conducts performance evaluations of the board of directors and functional committees every year. In addition to the self-evaluation by board members. An external performance evaluation is implemented by external professional independent association or expert team once every three years at least. 2024 performance evaluation was conducted by self-evaluation by board members.
2. Improve the clarity of information: The company upholds the transparency of operations, pays attention to the rights and interests of shareholders, and has "investor relations", "corporate sustainability" and "corporate governance" on the corporate website, providing relevant information in both Chinese and English
   Textual information, and regularly announce important resolutions of the board of directors, and hold regular legal person briefings.
3. Directors' liability insurance: In order to protect the risks borne by directors and managers when performing business, the company purchases directors' and managers' liability insurance for directors and managers every year, and
   Regularly review the content of the policy to ensure the amount of insurance compensation and coverage requirements, and report to the board of directors on a regular basis.

4. The company consists of independent directors to form the audit committee and sustainable development committee, and independent directors and external committee members to form the remuneration committee. These three functional committees all assist the board of directors to perform

Oversight duties, chairs of functional committees and regular reporting to the board of directors on operations.

5. Training for directors: Directors are encouraged to continue their training, and courses are regularly recommended to continuously enrich new knowledge. The total training hours for Year 2024 are 124 hours.

V. As for the attendance of independent directors of the Board of Directors in 2023 and up to the date of publication of the annual report, at least one independent director shall be present in person in each Board of Directors after Jul. 28, 2017.

Date / Name	20240111	20240120	20240222	20240418	20240509	20240603	20240808	20240830	20240909	20241101	20241220	20250221	Remark
Wen-Hsiung Chan	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	
Chin-Te Li	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	
Ming-Hsing Chen	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	NA	NA	NA	NA	NA	2024/8/29 Resignation
Yu-Chou Chiao	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	

2. Evaluation of the Board

Serial number	Assessment scope	Evaluation method	Evaluation period	assessment content	Evaluation result
1	■ Overall Board of Directors □ Individual board members □Audit Committee □Compensation Committee □Other Functional Committees	■ Internal self-evaluation of the board of directors □ Self-evaluation of directors □ Peer Evaluation □ External evaluation	From: 12/01/2023 As of : 11/30/2024 (assessed annually)	Contents of board performance evaluation: 1. The degree of participation in the company's operations 2. Improving the quality of decision-making by the board of directors 3. Composition and structure of the board of directors 4. Election and continuing education of directors 5. Internal Control 6. Participation in ESG	1.evaluation result: (1) Degree of participation in company operations: 4.91 (2) Improving the decision-making quality of the board of directors: 5.00 (3) Composition and structure of the board of directors: 4.86 (4) Selection and continuing education of directors: 5.00 (5) Internal Control: 5:00 (6) Participation in ESG: 5.00 2.Self-assessment comprehensive comment: ● The actual attendance rate of the directors of the company's board of directors in 2024 was 98.18%. ● The board of directors has made significant efforts to optimize corporate governance, with independent directors particularly utilizing their expertise in accounting, finance, and operations, which greatly benefits the company's professional management. ● The directors fully carry out their duties and responsibilities. ● The new board members are highly professional and have consistently provided insightful or forward-looking views and suggestions in multiple meetings.
2	□ Overall Board of Directors ■ Individual board members □Audit Committee □Compensation Committee □Other Functional Committees	□ Internal self-evaluation of the board of directors ■ Self-evaluation of directors □ Peer Evaluation □ External evaluation	From: 12/01/2023 As of : 11/30/2024 (assessed annually)	Individual members of the board of directors evaluate content: 1.Master the company's goals and tasks 2. Responsibilities of directors 3.The degree of participation in the company's operations 4.Internal relationship management and communication 5.Professional and continuing education of directors 6. Internal Control 7. Participation in ESG	1. Evaluation results: (1) Mastery of company goals and tasks: 5.00 (2) Responsibilities of directors: 5.00 (3) Degree of participation in the company's operations: 4.75 (4) Internal relationship management and communication: 5.00 (5) Professional and continuing education of directors: 5.00 (6) Internal control: 5.00 (7) Participation in ESG: 5.00
3	□ Overall Board of Directors □ Individual board members ■Audit Committee □Compensation Committee □Other Functional	□ Internal self-evaluation of the board of directors ■ Self-evaluation of directors □ Peer Evaluation □ External evaluation	From: 12/01/2023 As of : 11/30/2024 (assessed annually)	Audit committee assessment content: 1.The degree of participation in the company's operations 2.Responsibilities of functional committees 3.Improving the decision-making quality of the Audit committee	1. Evaluation results of the Audit Committee: (1) Degree of participation in company operations: 5.00 (2) Responsibilities of functional committees: 5.00 (3) Improving the decision-making quality of the Audit committee: 4.96 (4) Composition of the Audit committee and selection of members: 5.00 (5) Internal control: 5.00 2. Comprehensive comments from the audit

Serial number	Assessment scope	Evaluation method	Evaluation period	assessment content	Evaluation result
	Committees			4.Composition of the Audit committee and election of members 5.Internal Control	committee's self-assessment: The conveners, Chairman Chen and Committee Member Li, have invested a great deal of time in assisting other members in clarifying information.
4	□ Overall Board of Directors □ Individual board members □Audit Committee ■Compensation Committee □Other Functional Committees	□ Internal self-evaluation of the board of directors ■ Self-evaluation of directors □ Peer Evaluation □ External evaluation	From: 12/01/2023 As of : 11/30/2024 (assessed annually)	Remuneration committee evaluation content: 1.The degree of participation in the company's operations 2.Responsibilities of the Remuneration committee 3.Improving the decision-making quality of the Remuneration committee 4.Composition of the Remuneration committee and election of members 5.Internal Control	1. Evaluation results of the remuneration committee: (1) Degree of participation in company operations: 5.00 (2) Responsibilities of the Remuneration committee: 5.00 (3) Improving the decision-making quality of the Remuneration committee: 4.95 (4) Composition of the Remuneration committee and selection of members: 5.00 (5) Internal control: 5.00 2. Comprehensive comments from the remuneration committee's self-assessment: The provision of information was delayed initially, but it has been improved.
5	□ Overall Board of Directors □ Individual board members □Audit Committee □Compensation Committee ■Other Functional Committees	□ Internal self-evaluation of the board of directors ■ Self-evaluation of directors □ Peer Evaluation □ External evaluation	From: 12/01/2023 As of : 11/30/2024 (assessed annually)	Sustainable Development Committee assessment content: 1.The degree of participation in the company's operations 2.Responsibilities of the Sustainable Development committee 3.Improving the decision-making quality of the Sustainable Development committee 4.Composition of the Sustainable Development committee and election of members 5.Internal Control	1. Evaluation results of the sustainable development committee: (1) Degree of participation in company operations: 5.00 (2) Responsibilities of the Sustainable Development committee: 5.00 (3) Improving the decision-making quality of the Sustainable Development committee: 5.00 (4) Composition of the Sustainable Development committee and selection of members: 5.00 (5) Internal control: 5.00 2. Comprehensive comments from the sustainable development committee's self-assessment: The issue of sustainable development continues to evolve in society. We thank the company for thoughtfully arranging relevant seminars to help committee members stay updated on regulations and societal expectations.

(II) Operations of the Audit Committee:

The Audit Committee held 11 meetings in 2024 (A). The attendance and appearance of directors were as follows:

Title	Name	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (%) (B/A) (Note)	Remark
Committee Member Convener	Yu-Chou Chiao	11	0	100	2024/9/9 Elected as the convener
Committee Member Convener	Ming-Hsing Chen	8	0	100	Resigned as a member and convener of the Audit Committee on August 29, 2024.
Committee Member	Chin-Te Li	11	0	100	
Committee Member	Wen-Hsiung Chan	10	1	91	

Note: On January 11, 2024, the Company re-elected all directors in advance, amoung which Independent Directors Maw-In Tsai and Yin-Shen Chin retired. Independent Directors Chin-Te Li, Ming-Hsing Chen, Yu-Chou Chiao were newly elected.

Other matters to be recorded:

I. The Audit Committee members' professional qualification and work experience, and highlights of work during the year:
For the Audit Committee members' professional qualification and work experience, please refer to page 10-11.
Highlights of work during the year:

1. Fair presentation of the company's financial statements.
2. The hiring (dismissal) of the CPAs and the audit of their independence and qualification.
3. The evaluation of the performance of the Company's internal control system.
4. The Company's compliance with relevant laws and regulations.
5. Control of the Company's existing or potential risks.

II. With regard to the implementation of the Audit Committee, if any of the following circumstances occurs, the dates, terms of the meetings, contents of motions, independent directors' objections, reservations or major suggestions, all Audit Committee resolutions, and the Company's handling of such resolutions shall be specified:

(I) Matters referred to in Article 14-5 of the Securities and Exchange Act

Date	Term	Major Resolutions	Audit Committee Resolution	Objections, reservations or major suggestions by Independent Directors	The Company's handling of the opinions of the Audit Committee
2024.01.11	The 1st meeting of 2024	1. Election of the the convener and the chairperson of the Audit Committee	1. Upon the unanimous agreement of all attending independent directors, Ming-Hsiung Chen, director, is appointed as the convener and chairperson of the Audit Committee for the third term of the company.	None.	Pursuant to the resolution of the Audit Committee, Independent Director Ming-Hsing Chen was appointed as the convener of the Audit Committee.
2024.01.20	The 2nd meeting of 2024	1. The company proposes to invest in the stock of Tatung Company.	1. This matter was approved after the Independent Director Chan made minor textual amendments.	None.	The board of directors supported and approved all the items proposed by Audit Committee
2024.02.22	The 3rd meeting of 2024	1. Proposal on the financial statements and operating reports of the Company for the year 2023. 2. Reviewed the employee remuneration amount case for the fiscal year 2023 of our company. 3. Distribution of earnings for 2023. 4. The case of distributing earnings in cash for the fiscal year 2023 of the company. 5. Golden Elite Technology (Shenzhen) Ltd., a group affiliated enterprise of the Company, intends to apply for a fund loan case from ECS Digital Technology (Shenzhen) Co., Ltd., a group affiliated enterprise. 6. Adjustment of the company's investment structure. 7. Prepared the Statement of Internal Control System of the Company. 8. Revision of the "Shareholders' Meeting Rules" of the Company.	1. Approved by all attending committee members without objection. 2. This matter was approved after the Independent Director Li made minor textual amendments. 3. Approved by all attending committee members without objection. 4. Approved by all attending committee members without objection. 5. Approved by all attending committee members without objection. 6. Approved by all attending committee members without objection. 7. Approved by all attending committee members without objection. 8. Approved by all attending committee members without objection.	None.	1.After an explanation by the Chairperson of the Audit Committee, all attending directors approved the proposal as submitted. 2. After the Audit Committee resolved to make minor textual revisions and the Chairperson of the Audit Committee provided an explanation, all attending directors approved the proposal as submitted. 3~8 After an explanation by the Chairperson of the Audit Committee, all attending directors approved the proposal as submitted.

2024.04.18	The 4th meeting of 2024	1. Proposed to release the director and the independent director from non-competition trestrictions. 2. Capital increase in Elite Technology (Cayman) Co., Ltd., followed by capital increase in its Thailand subsidiary, Elite Circuit Technology (Thailand)Co., Ltd.	1. In this case, Independent Director Wen-Hsiung Chan recused himself due to a conflict of interest. The remaining attending committee members raised no objections, and the proposal was approved as submitted and will be submitted to the Board of Directors for resolution. 2. As additional information is pending, the proposal will be resubmitted to the Audit Committee for review at the next meeting after obtaining updated information from the management team.	None.	1.In this case, Director Kuan-Ling Lai and Independent Director Wen-Hsiung Chan recused themselves due to conflicts of interest. The remaining attending directors approved the proposal as submitted. 2. As resolved by the Audit Committee, since additional information is pending, the proposal will be resubmitted to the Audit Committee for review at the next meeting (May 9) after obtaining updated information from the management team, and subsequently submitted to the Board of Directors for resolution.
2024.05.09	The 5th meeting of 2024	1. 1.Proposal on the consolidated financial statements of the Company and its subsidiaries for 2024 Q1. 2. 12.Amendment of the Company's Level of Authority.	1. Approved by all attending committee members without objection. 2. Except for the potential overlap between the duties of the CEO and the General Manager, which will be listed for discussion at the next meeting, the proposal was approved by all attending committee members without objection and will be submitted to the Board of Directors for resolution.	None.	1. All attending directors approved the proposal as submitted. 2. After an explanation by Independent Director Chin-Te li, the proposal was approved as submitted by all attendi
2024.06.03	The 6th meeting of 2024	1. The subsidiary, Unitop International Corp., intends to dispose of its investment in Elitegroup Computer System (SIP) Co., Ltd.	1. Approved by all attending committee members without objection.	None.	All attending directors approved the proposal as submitted.
2024.06.30	The 7th meeting of 2024	1. Regarding the matters raised by the General Manager's application.	1.The proposal was resolved after discussion by all attending committee members: Regarding organizational management and strengthening the IPO, a project report will be requested from Fubon Securities and KPMG at the next Board of Directors meeting to assist in formulating the direction for organizational and strategic adjustments. The proposal will then be submitted to the Board of Directors for resolution.	None.	A project report will be presented at the Board of Directors meeting on August 8.
2024.08.08	The 8th meeting of 2024	1.Amendment to 'Internal Control System'. 2.Proposal on the consolidated financial statements of the Company and its subsidiaries for 2024 Q2. 3.The proposal for no dividend distribution for the first half of 2024.	Approved by all attending committee members without objection.	None.	All attending directors approved the proposal as submitted.
2024.09.09	The 9th meeting of 2024	1.Nomination of the Convener and Chairperson of the Company's Audit Committee 2.Amendment of the Company's Level of Authority.	1.Independent Director Wen-Hsiung Chan nominated Independent Director Yu-Chou Chiao as the Convener and Chairperson of the Audit Committee. The nomination was unanimously approved by all independent directors present. 2. Approved by all attending committee members without objection.	None.	1.In accordance with the resolution of the Audit Committee, Independent Director Yu-Chou Chiao is appointed as the Convener of the Audit Committee. 2.After Director Chin-Te Li suggested textual revisions and recommendation, the proposal was approved as presented with the consensus of all attending directors.
2024.11.01	The 10th meeting of 2024	1.Proposal on the consolidated financial statements of the Company and its subsidiaries for 2024 Q3. 2.Proposal to cancel the restructuring of the investment structure of its subsidiary, Elitegroup Computer Systems Korea Co., Ltd. 3.Proposed to release the director and the independent director from non-competition trestrictions. 4.The case of Company Change Audit Supervisor. 5.Amendment to 'Internal Control System'. 6.Amendment of the Company's Level of Authority.	1~2Approved by all attending committee members without objection. 3.In this case, Independent Director Yu-Chou Chiao recused himself due to a conflict of interest, and the meeting was chaired by Independent Director Chin-Te Li.Except for the recusal of Independent Director Yu-Chou Chiao, the other attending committee members raised no objections, and the proposal was approved as submitted. 4~6 Approved by all attending committee members without objection.	None.	The board of directors supported and approved all the items proposed by Audit Committee

2024/12/20	The 11th meeting of 2024	1.The Company's Audit Plan for 2025. 2.Proposal to Amend the Company's "Delegation of Authority Table." 3.The Company plans to replace the certifying CPA starting from the first quarter of 2025 in line with KPMG Taiwan's internal rotation policy. 4.Appointment and Independence Assessment of the Certifying CPA for the Company's 2025 Financial Reports. 5.Remuneration for the Certifying CPA of the Company and its Subsidiaries for 2025 Financial Reports. 6.The Company's 2025 Pre-Approval List for Non-Assurance Services Provided by the Certifying CPA Firm.	1~6 Approved by all attending committee members without objection.	None.	The board of directors supported and approved all the items proposed by Audit Committee
2025.2.21	The 1st meeting of 2024	1.Changes in the Company's Chief Financial Officer and Chief Accounting Officer. 2.Proposal for the Company's 2024 Financial Statements and Business Report. 3.Proposal for the Distribution of 2024 Earnings. 4.Proposal for the Distribution of Second-Half 2024 Earnings in Cash. 5.Proposal for the Distribution of 2024 Employee Compensation and Directors' Remuneration. 6.Proposal for Capital Expenditure on New Production Equipment by the Company's Investee, Elite Technology (Thailand) Co., Ltd. ("Elite Thailand"). 7.Proposal to Cease Capital Injection into Elite Materials (Cayman) Co., Ltd. and to Terminate the Investment in Its Thailand Subsidiary, Elite Circuit Technology (Thailand) Co., Ltd. 8.Proposal for a Simplified Merger with Jing Qiang Technology Co., Ltd. in Accordance with the Business Mergers and Acquisitions Act. 9.Proposal for the Reduction of Right-of-Use Assets in Real Estate Acquired from Related Parties. 10.Proposal to Supplement the 2025 Pre-Approval List for Non-Assurance Services Provided by the Certifying CPA Firm. 11.Proposal to Amend the Company's "Internal Control System." 12.Proposal to Adopt the Company's "Internal Control System Statement." 13.Proposal to Amend the Company's "Articles of Incorporation." 14.Proposal to Release the Current Directors from Non-Competition Restrictions.	1~14 Approved by all attending committee members without objection.	None.	The board of directors supported and approved all the items proposed by Audit Committee

(II) Except for the matters mentioned above, other matters that have not been approved by the Audit Committee but have been agreed by more than two-thirds of all directors: none.

III. The implementation status of independent director's avoidance of interested proposals, which shall state the name of independent director, the content of the proposals, the reasons for the avoidance of interests, and the circumstances of participation in voting: none.

IV. Communication between the independent directors, chief internal auditor, and CPAs (including the key items, methods, and results of audit of finances and operations)

1. The Company elected three independent directors at the shareholders' meeting on Jun. 25, 2018, and set up the Audit Committee.
2. The CPA made presentation to the independent directors at the Audit Committee at least once a quarter concerning the audit or review of the financial position of the Company, the revision of the IFRS Bulletin, and the impact of the publication on the Company.
3. The Company's internal audit office in addition to regularly sending various internal audit reports to the independent directors, held discussions with the independent directors from time to time. After the establishment of the Audit Committee, the Company held regular meetings with the Audit Committee at least once a quarter and submitted the minutes of the meeting to the Board of Directors.
4. The audit supervisor communicated with the CPA and the independent directors directly by e-mail, telephone, or meeting as necessary.

The communications between the independent directors and the internal audit supervisor and CPA are summarized as follows:

Date	Method	Communication object	Communication matter	Results
2024.02.22	Audit Committee	Audit Supervisor	The Supervisor of Internal Audit reported on the following matters: I.Report on the internal audit (tracking) from November to December of the year 2023. The audit items were as follows: 1. Derivative commodity transaction operation (transactions on Octorber 2023) 2. Records and custody of R&D information and documents 3. Derivative commodity transaction operation (transactions on November 2023) 4. Board Meeting Procedures and Operations Management	The results of the report and discussion by the internal audit supervisor were as follows: Report - All present members reviewed the internal audit and reported to the Board. Discussion - All present members passed the resolution without objection, and reported to the board for discussion.

			5. Remuneration Committee Procedures and Operations Management. 6. Audit Committee Meeting Procedures and Operations Management. 7. Compliance with Laws and Regulations 8. Supervision and management of subsidiaries (III) • Elitegroup Computer Systems Korea Co., Ltd., Elitegroup Computer Systems (Japan) Co., Ltd., ECS Holding (America) Co., Elitegroup Technology (Thailand) Co.,Ltd., Beijing Xunrun Technology Co., Ltd, Xun Rui Electron (Shenzen) Co., Ltd., ECS Industrial Computer Co., Ltd., Golden Elite Technology (SHENZHEN) LTD. 9.Tracking Report- Supervision and management of subsidiaries (II)- Golden Elite Technology (SHENZHEN) LTD. Production Cycle - Warehouse Management Operations II.Discussion - Report on Communication between Audit Committee and Internal Audit Director III.Discussion - Explanation of Internal Control System Statement.	
2024.05.09	Audit Committee	Audit Supervisor	The Supervisor of Internal Audit reported on the following matters: I.Report on the internal audits (including follow-ups) conducted from January to March 2024,The audit items are as follows: 1. Derivatives transaction processing (transactions in December 2023) 2. Lending of funds to others (Q4 2023) 3. Endorsements and guarantees for others (Q4 2023) 4. Derivatives transaction processing (transactions in January 2024) 5. Management of seals and important documents 6. Derivatives transaction processing (transactions in February 2024) 7. Financial statement preparation process management II. Discussion item – Explanation of the revision to the HQ Approval Authority Table	➢The results of the report and discussion by the internal audit supervisor were as follows: Report - All present members reviewed the internal audit and reported to the Board. Discussion - All present members passed the resolution without objection, and reported to the board for discussion.
2024.08.08	Audit Committee	Audit Supervisor	The Supervisor of Internal Audit reported on the following matters: I. Report on the internal audit (tracking) from April to June of the year 2024. The audit items are as follows: 1. Derivatives transaction processing (transactions in March 2024) 2. Lending of funds to others (Q1 2024) 3. Endorsements and guarantees for others (Q1 2024) 4. Acquisition or disposal of assets 5. Supervision and management of subsidiaries (Part I) -Elite Technology (Thailand) – Procurement and payment cycle -Property, plant, and equipment cycle -Production control/inventory stocktaking operations 6. Derivatives transaction processing (transactions in April 2024) 7. Information and cybersecurity inspection 8. Derivatives transaction processing (transactions in May 2024) 9. Sales and collection cyc II. Discussion Item – Explanation of the Proposed Amendments to the Internal Control System	➢ The results of the report and discussion by the internal audit supervisor were as follows: Report - All present members reviewed the internal audit and reported to the Board. Discussion - All present members passed the resolution without objection, and reported to the board for discussion.
2024.08.08	Communication between the Independent Directors, the Chief Internal Auditor, and the Accounts		Communication content: 1. Risks related to accounts receivable and transactions in the Latin American market 2. Discussion on tax recognition in Suzhou Industrial Park 3. Foreign exchange risk	No comments at this meeting.
2024.09.09	Audit Committee	Audit Supervisor	The Chief Internal Auditor provided an explanation regarding the discussion item – Revision of the HQ Approval Authority Table.	➢ The results of the report and discussion by the internal audit supervisor were as follows: Discussion - All present members passed the resolution without objection, and reported to the board for discussion.
2024.11.01	Audit Committee	Audit Supervisor	The Supervisor of Internal Audit reported on the following matters: I. Report on the internal audit (tracking) from July to September of the year 2024. The audit items were as follows: 1. Derivative commodity transaction operation (The transaction in June 2024) 2. Loans to others (2024 Q2) 3. Endorsement or guarantee for others (2024 Q2) 4. Labor and wage cycl 5. Derivative commodity transaction operation (The transaction in June 2024) 6. Procurement and payment cycle II. Discussion Item – Explanation of the Proposed Amendments to the Internal Control System III. Discussion item – Revision of the HQ Approval Authority Table.	➢ The results of the report and discussion by the internal audit supervisor were as follows: Report - All present members reviewed the internal audit and reported to the Board. Discussion - All present members passed the resolution without objection, and reported to the board for discussion.

2024.12.20	Audit Committee	Audit Supervisor	The Supervisor of Internal Audit reported on the following matters: I. Report on the internal audit (tracking) on October of the year 2024. The audit items were as follows: 1. Derivatives transaction processing (transactions in August 2024) 2. Property, plant, and equipment cycle 3. Derivatives transaction processing (transactions in September 2024) 4. Lending of funds to others (Q3 2024) 5. Endorsements and guarantees for others (Q3 2024) 6. Research and development cycle 7. Follow-up Report – Supervision and management of subsidiaries (Part I) -Subsidiary: Elite Technology (Thailand) – Procurement and payment cycle, production control/inventory stocktaking operations II.Discussion - Explanation of the Audit Plan Declaration Form of the company for the Year 2025. III.Discussion– Revision of the HQ Approval Authority Table.	➢The results of the report and discussion by the internal audit supervisor were as follows: Report - All present members reviewed the internal audit and reported to the Board. Discussion - All present members passed the resolution without objection, and reported to the board for discussion.
2025.02.21	Audit Committee	Audit Supervisor	The Supervisor of Internal Audit reported on the following matters: I. Report on the internal audit (tracking) from November to December of the year 2023. The audit items were as follows: 1. Derivatives transaction processing (transactions in October 2024) 2. Related party transaction management 3. Derivatives transaction processing (transactions in November 2024) 4. Board of Directors meeting operation management 5. Compensation Committee operation management 6. Audit Committee meeting operation management 7. Compliance with laws and regulations 8. Supervision and management of subsidiaries (Part III) -Elitegroup Computer Systems (Korea), Elitegroup Computer Systems (Japan), Elitegroup Computer Systems (USA), Elite Technology (Thailand), Beijing XunRun，Xun Rui Electron(Shenzhen), ECS Industrial Computer, and Golden Elite Technology (Shenzhen) Ltd. 9. Follow-up Report – Payroll cycle II. Discussion - Explanation of the Proposed Amendments to the Internal Control System III.III.Discussion - Explanation of Internal Control System Statement.	➢The results of the report and discussion by the internal audit supervisor were as follows: Report - All present members reviewed the internal audit and reported to the Board. Discussion - All present members passed the resolution without objection, and reported to the board for discussion.

(III) Implementation Status of Corporate Governance and Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Description	
I. Does the company establish and disclose its corporate governance best-practice principles based on the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies?	V		ECS has set up "Elitegroup Computer Systems Co., Ltd. Corporate Governance Best Practice Principles" based on the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies. Such Best Practice Principles have been passed and implemented by resolution of a Board of Directors on April 30, 2015 and the latest version is also available for download on ECS's website.	None
II. Shareholding structure & shareholders' rights (I) Does the company establish and implement internal operating procedures to deal with shareholders' suggestions, doubts, disputes, and litigations?	V		(I) ECS has assigned a spokeman, acting spokesman and investor relations unit, and their contact information are disclosed on ECS's website. ECS has designated the investor relations unit to manage the shareholders' feedbacks, questions and disputes.	(I) None
(II) Does the company possess a list of its major shareholders with controlling power as well as the ultimate owners of those major shareholders?	V		(II) ECS regularly discloses the shareholders and directors who hold more than 10% of the shares of ECS, the relevant pledge, the increase or decrease of the shares of ECS or other important matters that may cause changes in the shareholding of ECS, so as to monitor the major shareholders and the ultimate control of the major shareholders.	(II) None
(III) Does the company establish and execute a risk management and firewall system within its affiliates?	V		(III) In order to keep risks between ECS and its affiliates under adequate control and create a sufficient firewall, ECS has formulated the "Procedures for Managing Business Transactions with Related Parties", and the related activities are subject to the procedures contained in this policy. The financial, business, and accounting activities between ECS and its affiliates are conducted independently and the head office conducts audits on a regular or irregular basis to avoid the risks of ECS caused by the defects of its affiliates.	(III) None
(IV) Does the company establish internal rules against insiders using undisclosed information to trade in securities?	V		(IV) ECS has formulated the "Procedures for Preventing Insider Trading", "Code of Conduct for the Prevention and Prohibition of Insider Trading" and the "Procedures for Disposal of Internal Important Information" (including major data processing, transmission, confidentiality, preservation, disclosure mechanisms and insider transaction prevention, laws and regulations, etc.) to prohibit insiders of ECS from using the non-public information to trade negotiable securities, and ECS also irregularly reviews the operating procedures to comply with current legislation and best practice management needs. Such procedures are available for download on ECS's website.	(IV) None

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Description	
III. Composition and responsibilities of the Board of Directors				
(I) Whether the Board of Directors formulate diversification policies, specific management objectives and implement them?	V		(I) ECS has formulated the Corporate Governance Best Practice Principles and the Director Selection Procedures, which stipulate that diversity should be considered in the composition of the Board of Directors. To actively implement this diversification policy, we elected a female director. ECS considers the industry and professional background and the field of work and experience of individuals and selects candidates with the knowledge, skills, and disposition necessary to perform the duties to be its directors. Please refer to page 11-13 of the Annual Report.	(I) None
(II) Does the company voluntarily establish other functional committees in addition to the legally-required Remuneration Committee and Audit Committee?	V		(II) In addition to establishing the Compensation Committee and the Audit Committee as required by law, ECS has created the ESG committee (set in 2022) which is responsible for formulating the direction, strategy and goals of sustainability development and track the implementation status and effectiveness of corporate sustainable development.	(II) None
(III) Has the Company established performance evaluation guidelines and evaluation methods for the Board of Directors and conducted the performance evaluation periodically on a yearly basis? And submit the results of performance assessments to the Board of Directors and use them as reference in determining remuneration for each individual Director, and their nomination for additional term?	V		(III) ECS has established the "Rules of Performance Evaluation of the Board of Directors and Functional Committee" which includes the internal evaluation of the Board, self-evaluation at least once a year by each individual Board members, audit committee members, compensation committee members, and other functional committee members. The external evaluation of the Board by appointed external independent professional institutions or a panel of external experts and scholars also takes place at least once every three years. ECS reported the evaluation results to the Board on December 20, 2024 and the results will be a reference for enhancing the professional competence of the Board of Directors and have been announced on ECS's website for investors' reference.	(III) None
(IV) Does the company regularly evaluate the independence of the CPAs?	V		(IV) The Finance and Accounting Deptartment of ECS evaluates the independence of the CPAs once a year, and also evaluates with reference to the Reference Guidelines for Exercise of Duties and Powers by Independent Directors and Audit Committees. ECS has reported the results of this year to the Audit Committee and the	(IV) None

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Description	
			Board of Directors for deliberation and approval on December 20, 2024. As assessed by the Finance and Accounting Deptartment of the Company, both Yi-Yun Tsou and Kuo-Yang Tseng meet the independent assessment criteria of the Company (Note 1), and are qualified to serve as the CPAs of ECS, and the accounting firm has issued the letter of declaration (Note 2).	
IV. Has the publicly-listed company appointed qualified and suitable number of corporate governance personnel and appointed a Corporate Governance Officer to handle governance-related affairs (including but not limited to supplying information requested by the directors, assisting directors with legal compliance matters, processing company matters related to board meetings and shareholders' meetings according to laws, and preparing minutes of the board meetings and shareholders' meetings)?	V		1. ECS has allocated eligible and appropriate number of corporate governance personnel, with the corporate governance director as the convener, the associate vice president–Huei-Lan Tu, to coordinate corporate governance-related affairs, protect shareholders' rights and interests, and strengthen the functions of the Board of Directors. 2. The main responsibilities of the "Corporate Governance Officer" are as follows: (1) Handle the meeting-related matters of the board of directors, functional committees, and shareholders' meetings in accordance with the law. (2) Prepare the meeting minutes for the board of directors, functional committees, and shareholders' meetings. (3) Assist directors in assuming office and pursuing continuing education, and other relevant matters. (4) Provide directors with required information for business execution. (5) Assist directors in complying with laws and regulations. (6) Report to the board of directors on the results of the review regarding whether the qualifications of independent directors comply with relevant laws and regulations during the nomination, appointment, and tenure periods. (7) Handle matters related to changes in the board of directors. (8) Other matters stipulated by the company's articles of association or contracts. 3. The 2024 further training of corporate governance executives is as follows, which has been published in the corporate governance/corporate governance operation under investor relations part of ECS's website.	None

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">Implementation Status</th><th rowspan="2">Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof</th></tr>
<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><th>Training Institution</th><th>Course Name</th><th>Training Period</th><th>Training Hours</th></tr>
<tr><td>Corporate Operating and Sustainable Development Association</td><td>Corporate governance and the practical operations of independent directors.</td><td>2024.09.04</td><td>3 hours</td></tr>
<tr><td>Securities & Futures Institute</td><td>2024 Insider Trading Prevention Awareness Seminar</td><td>2024.09.06</td><td>3 hours</td></tr>
<tr><td>Securities & Futures Institute</td><td>Board Members, Supervisors, and Corporate Governance Executives Series Course - Discussion on Employee and Director Compensation Issues: Starting with the Amendments to Article 14 of the Securities Exchange Act</td><td>2024.11.12</td><td>3 hours</td></tr>
<tr><td>Securities & Futures Institute</td><td>Board Members, Supervisors, and Corporate Governance Executives Series Course - Practical Operations of the Audit Committee</td><td>2024.11.13</td><td>3 hours</td></tr>
<tr><td>Securities & Futures Institute</td><td>2024 Insider Stock Trading Legal Compliance Awareness Seminar</td><td>2024.11.29</td><td>3 hours</td></tr>
</table>
</td><td></td></tr>
<tr><td>V. Does the company establish communication channels and a dedicated section on the company website for stakeholders (including but not limited to shareholders, employees, customers, and suppliers) to respond to material corporate social responsibility issues in a proper manner?</td><td>V</td><td></td><td>ECS has maintained smooth communication channels with banks and other creditors, employees, consumers, suppliers, communities, or stakeholders, and respects and maintains their legitimate rights and interests.ECS has also designated a stakeholder section on ECS’s website to address our corporate sustainability, social responsibility activities and other related topics. In addition, according to the AA1000 Stakeholder Engagement Standard and adopts a five-dimensional assessment method, which considers Responsibility, Influence, Tension, Diverse Perspectives, and Dependency, ECS identified the employees, customers, regulatory authorities, suppliers, shareholders/investors, community/local groups, and media as ECS's important stakeholders and prioritized communication targets for ECS. ECS also implemented communication between ECS and such important stakeholders through questionnaires.</td><td>None</td></tr>
<tr><td>VI. Does the company appoint a professional shareholder service agency to deal with shareholder affairs?</td><td>V</td><td></td><td>ECS appoints the professional stock affairs agency "Grand Fortune Securities" to handle the affairs of the shareholders' meeting, so that the shareholders' meeting will be held in a lawful, effective and safe manner.</td><td>None</td></tr>
</table>

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Description	
VII. Information disclosure (I) Does the company have a website to disclose the financial operations and corporate governance status?	V		(I) ECS has set up a website http://www.ecs.com.tw to disclose financial information, stock affairs information, corporate governance information, shareholders' meeting information and investor contact window, and other information under investor relations. Regarding the disclosure of corporate governance information, ECS has posted important information of ECS and its financial position, major resolutions of the Board of Directors and the Board of Shareholders, dividend payment situation, internal audit organization and operation, important laws and regulations, and relevant norms of insiders and other information on ECS's website for investors' reference.	(I) None
(II) Does the company have other information disclosure channels (e.g., building an English website, appointing designated people to handle information collection and disclosure, creating a spokesman system, and making the process of investor conferences available on the corporate website)?	V		(II) ECS has designated specific personnel for the collection and disclosure of ECS's information, implemented the spokesman system, and set up an investor mailbox for the external communication of the ECS's related information. Our English website now incorporates some of these options. ECS was invited to participate in the investor conference held by Grand Fortune Securities Co., Ltd. on December 17, 2024. ECS also introduced its recent operating performance on such investor conferences.	(II) None
(III) Does the company publicly announce and file the annual financial reports within two months after the close of the given fiscal year and publicly announce and file the first, second, and third quarterly financial reports and the operation of each month ahead of the required deadline?	V		(III) ECS published and reported the annual consolidated and standalone financial report within two months after the end of a fiscal year. In addition, ECS published and reported the financial reports for the first, second, and third quarters as well as the operating statements for each month before the specified deadline.	(III) None
VIII. Has the Company disclosed other information to facilitate a better understanding of its corporate governance (including but not limited to employee's rights, employee care, investor relations, supplier relations, stakeholders' rights, further studies of directors, implementation of risk management policies and measurement standards, implementation of customer policies and purchase of liability insurance for the directors of the Company)?	V		(I) Rights and interests of and care for employees: For information related to efforts made by ECS to provide due benefits and maintain the quality of life of employees, please refer to page 130-135 of the Annual Report. (II) Investor relations: ECS has set up a special unit responsible for responding to shareholders' questions and suggestions, and posting the relevant information on ECS's website in addition to posting it on the Market Observation Post System designated by the competent authority in accordance with relevant regulations. (III) Supplier relationship: Subject to the ECS's operating regulations, the cooperative manufacturer performed the obligations in accordance with the contract to guarantee the legitimate rights and interests of both parties, and maintain a good relationship.	None

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Description	
			(IV) Rights of stakeholders: A special communication channel for stakeholders was set up on ECS's website for the stakeholders to communicate with and recommend to the Company, so as to safeguard their due rights and interests. (V) The further training of ECS's directors in 2024 has been published in the corporate governance/corporate governance operation under the investor relations part of ECS's website. In addition, please refer to the list of directors' education and training on page 16-19 of the Annual Report for the directors' further training courses in finance, business and other professional knowledge in 2024 and up to the publication of the Annual Report. (VI) Implementation of risk management policies and risk measurement standards: ECS has set up the risk management policy and conducts risk analysis and identification according to this policy. Such policy has been published on the corporate governance/corporate governance operation under the investor relations part of ECS's website. ECS actively implements risk management, with the Board of Directors as the highest governance unit for risk management, and according to the guidelines of the Financial Supervisory Commission, ECS's Audit Committee is responsible for supervising ECS's risk management. ECS reports the implementation progress to the Board of Directors at least once a year. ECS reported the implementation results to the Board on December 20, 2024. Please refer to page 143-144 of ECS's Annual Report for the relevant organizational structure and risk control operations. (VII) Implementation of customer policies: ECS is dedicated to maintaining a stable and good relationship with customers as well as insisting on quality services so as to create company profits. (VIII) ECS has purchased liability insurance for directors and supervisors since 2009 and renewed it annually. Regarding the information on the directors' liability insurance for 2024, the amount of insurance, coverage, premium, duration, and status of insurance have been reported to the Board of Directors on August 8, 2024.	

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Description	
			(IX) Important internal information: ECS has passed the resolution of the Board of Directors to formulate the "Operating Procedures for Preventing Insider Trading Management" and published the corporate governance/internal rules of ECS under investor relations on ECS's website, and all relevant personnel of ECS have adhered to the operating procedures. At least once a year, ECS conducts education and publicity on the Procedures and related laws for insiders and employees, and the implementation of the course is published in the corporate governance/corporate governance operation under investor relations on ECS's website. ECS also places relevant course contents on ECS's internal education and training website for employees to check at any time.	

IX. Please explain the improvements made in accordance with the Corporate Governance Evaluation results released by the Taiwan Stock Exchange's Corporate Governance Center, and provide the priorities and plans for improvement with items yet to be improved.

The improved items of the 10th Corporate Governance Evaluation System are shown below:

Item No.	Item	Amendments
2.3	Is it true that the company's chairman and its general manager or other equivalent officer (chief executive officer) are neither the same person nor spouses or first-degree relatives?	Improvement Complete

The priority measurements for unimproved items of the Corporate Governance Evaluation System: None.

ECS has started taking actions and implementing measures according to the internal best-practice principles in response to the results of the Corporate Governance Evaluation.

Note 1:

Independence Assessment Form of the CPAs for 2025

Evaluation reason: ☐First time ☑Routine Evaluation date: Dec. 20, 2024

(I) Basic information:

Name of CPA	Yi-Yun Tsou Kuo-Yang Tseng	Name of CPA Firm:	KPMG
Professional qualification	-Republic of China (Taiwan) Certified Public Accountant -In financial statements auditing, counseling on OTC listing cases and restructuring of overseas investment structures and Years of experience in tax planning and other fields		

(II) Content:

Refer to the "Reference Guidelines for the Exercise of Powers of Independent Directors and Audit Committees" issued by the Chinese Corporate Governance Association

Independence assessment

Item	Yes	No	NA	Comments/notes
1. CPAs or members of the inspection team and their family members (including spouses, cohabitants and minor children) have no direct or significant indirect financial interest relationship with the company.	V			
2. No direct or significant indirect financial interest relationship between the accounting firm and its related companies and the company.	V			
3. CPAs and their affiliated firms and firm-affiliated companies did not provide non-audit services that may affect the detached independence of the company.	V			
4. CPAs or members of the audit team have not served as directors or managers of the company or positions that have a significant impact on audit cases at present or in the past two years.	V			
5. No CPA or member of the audit team advertises or brokers the shares or other securities issued by the Company.	V			
6. CPAs or audit team members did not represent the company in legal cases or other disputes except for business permitted by law.	V			
7. CPAs or audit team members have no relationship with spouses, direct blood relatives, lineal relatives by marriage, or collateral blood relatives within the second degree of relationship with the company's directors, managers, or personnel with positions that have a significant impact on audit cases.	V			
8. The joint certified public accountant who has retired within one year has not served as a director, manager of the company, or a position that has a significant impact on the audit case.	V			
9. CPAs or audit team members have not accepted gifts or special offers of great value from the company, directors, managers or major shareholders.	V			
10.Listed and OTC companies: CPAs have not provided audit services for the company for seven consecutive years.	V			
11.When CPAs provide audit, review, review or special review of financial reports and make opinions, do they maintain substantial independence?	V			
12.Are the members of the inspection team, other jointly practicing accountants or shareholders of corporate accounting firms, accounting firms, affiliated companies of the firm, and alliance firms also maintaining independence from the company?	V			
13.Do CPAs maintain a fair and objective standpoint when performing professional services, and avoid prejudice, conflicts of interest or interests that affect professional judgment?	V			

Competence assessment

Item	Yes	No	NA	Comments/notes
14.Does the CPAs firm have clear quality control procedures? Does it include the key points of the review process, the way to deal with audit issues and judgments, independent quality control and risk management?	V			
15. Does the CPAs firm have sufficient scale and resources to provide audit services for the company?	V			
16. Can the CPAs firm notify the board of directors (audit committee) in a timely manner of the major deficiencies in the company's risk management, corporate governance, and financial and accounting-related systems?	V			As of now, the Company has no significant deficiencies that require communication with the governance units.
17. Has the CPA been disciplined by the Accountants Disciplinary Committee in the last two years?		V		The appraised accountants have no such cases
18. Has the CPA firm been involved in any civil or criminal cases in the last two years?		V		The appraised accountants have no such cases
19. Does the CPA understand the industry in which the company operates and the associated risks?	V			
20.Has the CPA or audit team member audited companies of similar industry, size and risk profile?	V			
21. Can the CPA clearly explain the scope and method of auditing the company's subsidiaries and affiliated companies?	V			
22. Can the CPA describe its mechanism for monitoring audit quality?	V			

Audit work performance assessment

Item	Yes	No	NA	Comments/notes
23.Has the CPA completed the review of the company's quarterly and semi-annual reports, the review of the annual report, and the first draft of the review opinion in a timely manner?	V			
24. Do CPAs interact well with company management (internal auditors, etc.) and keep records?	V			
25.Are CPAs appropriately interacting and documented with the audit committee when reporting on audit planning?	V			

Item	Yes	No	NA	Comments/notes
26. Has the CPA properly interacted with and documented the audit committee prior to issuing the audit opinion?	V			
27. Have the CPAs made positive suggestions and kept records on the company's accounting system or internal control system?	V			CPA did not find significant deficiencies that have to keep records.
28. Do CPAs regularly update the company on the relevant laws and standards that should be followed in preparing financial reports?	V			
29. Check whether the team members have frequent changes?			V	About to enter the third year of observation.
30. Can the CPAss promptly and appropriately assist the company in answering questions from the competent authority, and assist in communication and coordination between the company and the competent authority?			V	In 2024, there have been no such incidents requiring communication and coordination with regulatory authorities.
31. Is the remuneration of the certified accountant reasonable enough to enable the certified accountant to adequately perform its duties?	V			

Assessment result

The financial statements for the year 2025 were audited and certified by the accounting firm KPMG, with signatures from Certified Public Accountants Yi-Yun Tsou and Kuo-Yang Tseng. Following an evaluation, both accountants were found to meet the company's standards for independence and competence, with no breaches of independence noted. They are deemed suitable to serve as the company's signing auditors.

Note 2: Statement Letter from The Accounting Firm

KPMG

Auditors' Independence Declaration

To the directors of ELITEGROUP COMPUTER SYSTEMS CO., LTD. (the "Company") :

I hereby declare, in relations to the audit of the financial statements for the year/period ended on December 31, 2025, of the Company, that I have complied with the Republic of China's Code of Professional Ethics for Certified Public Accountants related to independence and KPMG's (the "Firm") independence requirements which include policies and procedure on personal independence (financial interests, loans and guarantees, employment relationships, etc.), business
relationships with clients, partner rotations, and non-audit services provided to audit clients, etc.

The main policies and compliance monitoring activities on independence are set out as follows.

1. Main independence policies include:
   - 1.1 The Firm, its staff, and others are required to comply with the independence rules (including staff from member Firms) in order to maintain independence in accordance with the Code of Professional Ethics for Certified Public Accountants.
   - 1.2 All personnel are prohibited from engaging in (directly or indirectly) insider trading, misusing of internal information, and involving in any behavior that may mislead the securities or capital markets. In addition, all personnel are required to submit their confirmation of compliance with independence policies and procedures annually.
   - 1.3 For the audit of financial statements for listed entities, rotation is required for the engagement partners, co-sign partners, engagement quality control reviewers, and any other key audit partners when the cumulative service years of the above roles have reached the maximum time-on period mandated by statute or the Code of Professional Ethics for Certified Public Accountants.
   - 1.4 For the services provided, engagement teams are required to identify and assess threats to independence and apply safeguards to eliminate independence threats or reduce them to an acceptable level. If necessary, services shall be terminated.

2. Monitoring of compliance with independence policies:
   - 2.1 All personnel are required to complete engagement independence confirmation. The Firm follows up by monitoring whether all partners and staff have completed the annual ethics and independence confirmation through an online system.
   - 2.2 Compliance with personal independence for personnel occupying the position of assistant manager or higher will be checked periodically by cross-examining their self-reported investment information in the Firm's Independence Compliance System.
   - 2.3 Partner rotation and the appropriateness of non-audit services provided to audit clients are supervised and reviewed by checking the cumulative service years and the obtaining of approvals prior to providing non-audit services.
   - 2.4 When independence is breached, the personnel (including partner) who violates the rules of independence will be reported to the Firm's Risk and Independence Committee. The Firm's Risk and Independence Committee will take appropriate disciplinary actions depending on the severity and nature of the breach in accordance with the independence policies.

Declared by: Yi-Yun Tsou, Partner
Kuo-Yang Tseng, Partner

Date: 2024.12.20

(IV) Establishment, functions, and operations of Remuneration Committee, if any:

1. Information regarding the members of the Remuneration Committee

March 31, 2024

Identity (Note 1)	Name	Professional Qualification and Work Experience	Independence Criteria (Note 3)	Number of Other Public Companies in Which the Individual is Concurrently Serving as a Remuneration Committee Member
Independent Director (Current convener) (Note 1)	Chin-te Li	1. Graduated from Industrial Management Institute National Cheng-Kung University with a master degree. 2. Currently act as an independent director and convener of the Audit Committee in 3S Silicon Tech., Inc., independent director and convener of the Audit Committee and Remuneration Committee in Group Up Industrial Co., Ltd. 3. Once served as an independent director of Perfect Medical Industry Co., Ltd., vice general manager of Chi Feng Co., Ltd., CFO of Bossdom Digiinnovation CO.,LTD., CFO of Perfect Medical Industry Co., Ltd.	1.The director, his spouse, or relatives within the second degree are not a director, supervisor of the Company or any of its affiliates. 2.Not a director, supervisor or employee of a company with a specific relationship with the Company (refer to Paragraph 1, Items 5-8 of Article 6 of the Regulations on the Establishment and Exercise of the Functions and Powers of the Salary and Remuneration Committee of Companies Listed on the Stock Exchange or Trading on the OTC Market).	2
Independent Director (Note 1)	Yu-Chou Chiao	1. Graduated from School of Business Administration of National Chengchi University, and National Chiao Tung University in Computer Science with a bachelor degree. 2. Currently serve as a supervisor of Rosonix Technology, Inc., andIndependent Director of BIOSTAR MICROTECH INTERNATIONAL CORP. 3. Once served as a vice president of Supply Chain Management Dept. in Wiwynn Corporation, vice president of Business Dept. in Wiwynn Corporation, senior executive assistant to the general manager in Wistron Corp., chief of Applied Computer Dept., Chief of Server Dept. in Wistron Corp.	1.The director, his spouse, or relatives within the second degree are not a director, supervisor of the Company or any of its affiliates. 2.Not a director, supervisor or employee of a company with a specific relationship with the Company (refer to Paragraph 1, Items 5-8 of Article 6 of the Regulations on the Establishment and Exercise of the Functions and Powers of the Salary and Remuneration Committee of Companies Listed on the Stock Exchange or Trading on the OTC Market).	1

Identity (Note 1)	Name	Professional Qualification and Work Experience	Independence Criteria (Note 3)	Number of Other Public Companies in Which the Individual is Concurrently Serving as a Remuneration Committee Member
Independent Director (Note 1)	Wen-Hsiung Chan	1. Graduated from National Taiwan University in International Business with a master degree. 2. Currently serve as the chairman and CEO of Advanced Echem Materials Company Limited, Legal Person Director Representative of iCatch Technology, Inc., independent director of NIEN HSING TEXTILE CO., LTD., Legal Person Director Representative of SUNPLUS TECHNOLOGY CO.,LTD., director of eChem Solutions Trading (guangzhou)co., Ltd., director of Yanwen Asset Management Consultants (Shares) Company, Legal Person Director Representative of OLEADER TECHNOLOGIES CO., LTD., Legal Person Director Representative of Abico Avy Co., Ltd., independent director of BIOSTAR MICROTECH INTERNATIONAL CORP., Legal Person Director Representative of Hiyes International Co., Ltd., independent director of Champion Microelectronic Corp., Legal Person Director Representative of SCIWIN Laboratories Co., Ltd., 3. Once seved in multiple famous enterprises in Taiwan, capital of industrial experience.	1.The director, his spouse, or relatives within the second degree are not a director, supervisor of the Company or any of its affiliates. 2.Not a director, supervisor or employee of a company with a specific relationship with the Company (refer to Paragraph 1, Items 5-8 of Article 6 of the Regulations on the Establishment and Exercise of the Functions and Powers of the Salary and Remuneration Committee of Companies Listed on the Stock Exchange or Trading on the OTC Market).	3

Note: Independent Director Ming-Hsing Chen resigned on August 29, 2024.

2. Operational status of the Remuneration Committee

(1) The Company's Remuneration Committee consists of 4 members.
(2) The term of office of the current Committee: from January 11, 2024 to January 10, 2027. A total of 8 meetings of the Remuneration Committee (A) were held in 2024, with the qualifications of members and attendance records as follows:

Title	Name	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (%) (B / A)	Remark
Convener	Chin-te Li	8	8	100	
Committee Member	Ming-Hsing Chen	5	5	100	Resigned on Aug. 29, 2024
Committee Member	Yu-Chou Chiao	8	8	100	
Committee Member	Wen-Hsiung Chan	8	8	100	

Other matters to be recorded:

I. If the Board of Directors refuses to adopt or amends a recommendation of the Remuneration Committee, the date of the meeting, session, content of the motion, resolution by the Board of Directors, and the company's response to the Remuneration Committee's opinion (e.g., if the remuneration passed by the Board of Directors exceeds the recommendation of the Remuneration Committee, the circumstances and cause for the difference shall be specified) shall be specified: None.

II. If there are resolutions of the Remuneration Committee to which members object or express reservations, and for which there is a record or declaration in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion shall be specified: None.

III. The implementation status is as follows:

In order to implement corporate governance and ensure a sound remuneration system for directors and managers of the Company, the Company set up the remuneration committee in accordance with Article 14-6 of the Securities and Exchange Act and the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Stock Exchange or Traded Over the Counter, to perform the following functions and powers according to relevant regulations:

(I) Establish and periodically review the performance evaluation and remuneration policy, system, standards and structure for directors and managerial officers.

(II) Periodically evaluate and prescribe the remuneration of directors and managerial officers.

And the Company adopted the Remuneration Committee Charter for compliance.

Meeting date, proposal contents and resolutions of the Remuneration Committee during the most recent fiscal year and during the current fiscal year up to the date of publication:

Date Term	Major Resolutions	Remuneration Committee resolutions	The Company’s implementation of the Remuneration Committee
2024.1.20 The 1st meeting of 2024	1. To deliberate on the draft of the Company's "Measures for Payment of Remuneration of Directors and Functional Committee Members".	Passed the resolution without objection after revised	After an explanation by the chairperson of the Remuneration Committee, the proposal was approved as presented by all attending directors.
	2. To deliberate on the salary and remuneration for the newly appointed General Manager.	Passed the resolution without objection.	After an explanation by the chairperson of the Remuneration Committee, the proposal was approved as presented by all attending directors.
	3. To deliberate on the company's 2022 year-end bonus distribution case for managers.	Passed the resolution without objection.	After an explanation by the chairperson of the Remuneration Committee, the proposal was approved as presented by all attending directors.
2024.2.22 The 2nd meeting of 2024	1. To deliberate on the amount of remuneration for directors of the Company for 2023.	Passed the resolution without objection.	After an explanation by the chairperson of the Remuneration Committee, the proposal was approved as presented by all attending directors.
	2. To deliberate on the amount of employee remuneration for managers of the Company for 2023.	Passed the resolution without objection after revised the amount.	In this case, due to a conflict of interest, Chairman I-Wen Chung recused himself, and the meeting was chaired by Chin-Te Li, the independent director and chairperson of the Remuneration Committee. Excluding Chairman I-Wen Chung, the remaining attending directors agreed to approve the proposal as amended in terms of the amount and wording following the Remuneration Committee's resolution.
	3. To deliberate on the 2023 Q4 bonus of managers of the Company.	Passed the resolution without objection.	After an explanation by the chairperson of the Remuneration Committee, the proposal was approved as proposed by all attending directors.
	4. To deliberate on the salary and remuneration for the newly appointed Chief Strategy Officer.	Passed the resolution without objection.	After an explanation by the chairperson of the Remuneration Committee, the proposal was approved as proposed by all attending directors.
2024.05.09 The 3rd meeting of 2024	1. Discussion on the revision of the Company's "Salary, Bonus, and Compensation Policy" regarding the position system and salary scale.	Passed the resolution without objection after revised	After an explanation by the chairperson of the Remuneration Committee, the proposal was approved as proposed by all attending directors.
	2. Discussion on the allocation of the 2024 Q1 managerial performance bonuses.	Passed the resolution without objection after revised the amount.	After an explanation by the chairperson of the Remuneration Committee, the proposal was approved as proposed by all attending directors.
	3. Discussion on the salary and compensation package for the Company's new managers.	Passed the resolution without objection.	All the directors present passed the resolution without objection.
	4. Discussion on the salary and compensation package for the Company's new R&D supervisor and managers.	Passed the resolution without objection.	All the directors present passed the resolution without objection.
	5. Discussion on the revision of the Company's new corporate governance supervisor's salary and compensation distribution policy.	Passed the resolution without objection.	All the directors present passed the resolution without objection.

2024.06.03 The 4th meeting of 2024	1. Discussion on the revision of the Company's "Director and Functional Committee Member Compensation Distribution Policy."	Passed the resolution without objection.	All the directors present passed the resolution without objection.
	2. Discussion on the revision of the Company's "Performance Bonus System Policy."	Due to incomplete information, the proposal was returned. It will be reviewed again at the next Compensation Committee meeting and submitted to the Board of Directors for resolution.	After explanation by the Chairperson of the Compensation Committee, all attending directors agreed to return the proposal for reconsideration.
2024.08.08 The 5th meeting of 2024	Discussion on the Company's Director and Manager Compensation Proposal.	Passed the resolution without objection after revised	In this case, due to a conflict of interest, Chairman I-Wen Chung recused himself, and the meeting was chaired by Chin-Te Li, the independent director and chairperson of the Remuneration Committee. Excluding Chairman I-Wen Chung, the remaining attending directors agreed to approve
2024.09.09 The 6th meeting of 2024	1. Proposal to establish the "Compensation Policy for Directors, Independent Directors, and Functional Committee Members"	Passed the resolution without objection after revised.	After an explanation by the chairperson of the Remuneration Committee, the proposal was approved as proposed by all attending directors.
	2. Proposed review of the retirement pension package for the former Chairman and CEO	Passed the resolution without objection.	After an explanation by the chairperson of the Remuneration Committee, the proposal was approved as proposed by all attending directors.
	3. Re-evaluation of the 2023 (112th year) managerial employee compensation distribution plan	Passed the resolution without objection.	All the directors present passed the resolution without objection.
2024.09.09 The 6th meeting of 2024	4. Review of the compensation package for the Company’s Vice Chairman	Passed the resolution without objection.	Vice Chairman Ming-Hsing Chen recused himself from this proposal due to a conflict of interest. With the exception of the Vice Chairman, all other attending directors approved the proposal as presented.
	5. Review of the appointment of the Company’s Senior Special Assistant	Passed the resolution without objection.	All the directors present passed the resolution without objection.
2024.11.01 The 7th meeting of 2024	1. Appointment of New Managerial Personnel Proposal	Passed the resolution without objection.	All the directors present passed the resolution without objection.
2024.12.20 The 8th meeting of 2024	1. Proposed revision of the Company’s Salary, Bonus, and Compensation Policy	Passed the resolution without objection.	After an explanation by the chairperson of the Remuneration Committee, the proposal was approved as proposed by all attending directors.
	2. Year-end bonus distribution plan for the Company’s 2024 (113th year) managerial personnel	Passed the resolution without objection.	After an explanation by the chairperson of the Remuneration Committee, the proposal was approved as proposed by all attending directors.
2025.02.21 The 1st meeting of 2024	1. Changes in the positions of the Company's Corporate Governance Officer, Chief Financial Officer, Chief Accounting Officer, Spokesperson, and Deputy Spokesperson	Passed the resolution without objection.	After an explanation by the chairperson of the Remuneration Committee, the proposal was approved as proposed by all attending directors.
	2. Proposal for the distribution of 2024 (113th year) employee and director compensation	Passed the resolution without objection.	All the directors present passed the resolution without objection.
	3. Proposed revision of the Company's Performance Bonus System Policy	Passed the resolution without objection.	After an explanation by the chairperson of the Remuneration Committee, the proposal was approved as proposed by all attending directors.

(V) Implementation Status of Sustainable Development and Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof

Item	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Description	
I. Does the company set up a governance structure to promote sustainable development, establish an exclusively (or concurrently) dedicated unit to implement sustainable development and have management appointed by the Board of Directors to be in charge of corporate social responsibility and Board supervision?	V		1. ECS practices corporate social responsibility, conforms to the international trend, actively responds to the suggestions of stakeholders on the environment, society and corporate governance, earnestly implements risk assessment and formulates corresponding countermeasures, so as to achieve the goal of sustainable operation. On December 20, 2021, ECS establishes the Sustainability Development Committee, which is the decision-making and supervision unit of ECS's sustainable development-related work, including corporate governance (G), environment (E) and society (S), in order to strengthen ECS 's management system, devote itself to environmental conservation and fulfill its social responsibilities. 2. The members of ECS 's Sustainability Development Committee are appointed by the resolution of the Board of Directors, with at least three of them. They are composed of the Company's senior managers and independent directors, among whom at least two independent directors should participate and supervise, and one of them should be elected as the convener and chairman of the meeting. (1) Formulation of annual sustainability development plan and strategic direction. (2) Sustainability development includes the formulation of sustainability governance, ethical operation, environmental and social goals, strategies and implementation plans. (3) Review, tracking and revision of sustainability development implementation and effectiveness. (4) Decisions on other matters related to sustainability development. Sustainability Development Committee has the following major functions: The Sustainability Development Committee shall meet at least twice a year, and may hold meetings when necessary. 3. ECS held a board meeting on March 7th, 2022, and appointed Chairman I-Wen Chung, Vice Chairman Chin-Lai Wang (concurrently the president), independent director Maw-In Tsai and independent director Chin-Fu Ho as members of the first Sustainability Development Committee, reported the implementation of corporate social responsibility for 2021, and formulated the vision, goal, plan and organization of sustainable development for 2022. 4. The ECS Sustainable Development Committee held four meetings in 2024. The detailed implementation status can be Five in the Company's official website (https://www.ecs.com.tw).	None.

Item	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Description	
			5. In addition to paying attention to ESG, risk management and other promotional results and plans, the board of directors of ECS also regularly listens to the report of the sustainable development committee every year, and judges the possibility of success of the relevant sustainable management strategy; the board of directors also regularly reviews the progress of the strategy, and urge the sustainable development committee and relevant management teams to make adjustments when necessary. The detailed implementation status for the board of directors' supervision of sustainable development can be found in the Company's official website (https://www.ecs.com.tw).	
II. Does the company conduct risk assessments on environmental, social and corporate governance issues related to the business operations and formulate relevant risk management policies or strategies based on the materiality principle?	V		1. ECS formulated the "Risk Management Policy of ECS " on December 20, 2021, which is applicable to the risk management of ECS and its subsidiaries at all levels. From the perspective of ECS as a whole, by identifying, evaluating, controlling, supervising and communicating the potential risks, the various risks faced in the operation can be reduced to an affordable and controllable range by qualitative and quantitative management methods, which can be used as a reference for the formulation of business strategies, so as to reasonably ensure the achievement of ECS 's strategic objectives. According to the principle of materiality, ECS examines its own business and operating characteristics, and the risks identified and managed are as follows: (1) Strategy A. International situation change/Sino-US technology cold war B. Industrial change/intensifying market change/science and technology change C. Sustainability development strategy of the company (2) Operation A. Business continuity risk (i.e. business interruption risk, including supply chain interruption and production interruption) B. Supply chain management/commodity price risk C. Market demand and capacity expansion D. Intensified competition/insufficient innovation/concentrated sales E. Human Resources F. Information security G. Intellectual property/business secrets H. Corporate image (3) Finance A. Exchange rate and interest rate changes B. Liquidity C. Derivative commodity transaction	None.

Item	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Description	
			(4) Hazard incidents A. Climate change B. Occupational safety and health C. Fire or other artificial disasters (including management of harmful substances in products and processes) D. Natural disasters E. Spread of disease/health crisis (5) Compliance A. Corporate Governance B. Environmental regulations C. Anti-corruption and fraud D. Personal data protection 2. ECS has so far introduced ISO 9001 Quality Management System, ISO14001 Environmental Management System, ISO 45001 Occupational Safety and Health Management System, IECQ QC080000 Hazardous Substances Process Management System, ISO 50001 Energy Management System, ISO 27001 Information Security Management System, Social Accountability 8000, RBA VAP Social Responsibility Audit, and Business Social Compliance Initiative (BSCI), etc. Through the continuous operation of the above management systems and third-party audits, ECS can grasp and instantly respond to the risks related to environmental awareness, employee safety, customers, suppliers, and other aspects of its business activities. In addition, regarding the information security risks increasingly rising due to operating activities, ECS has also been actively strengthening governance measures, and has created remote host backup and data backup mechanisms, identified potential information security hazards, set specific feasible emergency response plans and disaster recovery strategies, in order to ensure continuous business operations.	
III. Environmental issues (I) Does the company establish an environmental management system proper to its industry's characteristics?	V		(I) 1. ECS 's environmental management policies include "full participation in promoting environmental protection", "energy conservation and waste reduction for ecological protection", "complying with laws and regulations and making an impact on the public", and "pollution prevention and continuous improvement". In accordance with international environmental protection laws and regulations, we have established, in the Company and the plant areas, waste gas and waste control system, implemented supervision and management in compliance with ISO 14001, obtained ISO 14001 environmental management system certification, and carried	None.

Item	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Description	
			out energy resource consumption reduction, regular waste gas and waste water detection and feedback improvement. In the plant areas, ECS implemented the energy management system at the end of 2017 to improve energy efficiency, obtained the ISO 50001 Energy Management System certification at the beginning of 2018, and established a management system for the review and monitoring of energy usage to continuously improve energy efficiency. From 2022, we annually carried out ISO 14064-1:2018 greenhouse gas inventory standards conversion and got a third-party verification statement, established a basis for greenhouse gas reduction and implemented carbon reduction targets, and reduced the impact of extreme climate on the environment. 2. The passed relevant international verification standards of ECS are disclosed in the ECS's Sustainability Report, and the detailed implementation status can be found in ECS's official website (https://www.ecs.com.tw).	
(II) Does the company endeavor to utilize all resources more efficiently and use renewable materials that have low impact on the environment?	V		(II) 1. In ECS and the plant areas, we have posted environmental protection resource recycling publicity in the workplace, implemented resource classification and recycling measures, and promoted various energy conservation, water-saving, and recycling operations internally to show ECS's love of the earth. In addition, ECS has procured and been using environmentally-friendly equipment, instruments, and products (such as products with green marks) in the daily operation of ECS and the plant facilities and activities. In the plant areas, ECS obtained the ISO 50001 Energy Management System certification at the beginning of 2018, and established a management system for the review and monitoring of energy usage to continuously improve energy efficiency. 2. When ECS develops new products, it would always consider the customer demand. According to the energy consumption requirements in the environmental protection seal, it would confirm the conformity of the products and the environmental performance in the whole life cycle, and seek for other possible alternative technologies, so as to improve the environmental performance of the products, develop environmentally friendly products, and low-energy products, which meet the relevant requirements of Energy Star 8.0, ErP Lot 3, Lot 6, Lot 7, Lot 26 of the EU low-energy regulations in advance, bringing considerable energy consumption savings to customers and consumers. 3. In response to the requirements of international environmental protection seal, ECS products have actively introduced recycled plastics (PCR) into plastic parts such as	None.

Item	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Description	
			product casings since 2017, and increased the proportion of recycled paper used in product packaging materials to replace plastic packaging materials and avoid over-packaging, so as to reduce plasticized raw materials and plastic packaging materials produced by native petrochemical materials and reduce the environmental impact and ecological footprint of products. The concept of green design and the requirements of relevant international laws and regulations were deeply rooted in the product design stage, so as to produce products that support energy conservation, low harm, and easy-to-recycle, and promote the sustainable utilization of the earth's resources.	
(III) Does the company assess the potential risks and opportunities of climate change for its current and future operations and undertake response measures with respect to climate change?	V		(III) In response to the climate emergency and the potential crisis of energy resources supply, ECS not only strengthened the adaptation to climate resilience, and reduced the operational impact caused by disasters, but also continued its efforts to slow down greenhouse gas emissions. By identifying the risks and opportunities of climate change, and implementing relevant countermeasures and policies to reduce risks and grasp business opportunities, ECS can achieve the goal of sustainable business operation. By taking stock of the entity and transformation risks, and the opportunities in products, customers and operations, as well as the impact on ECS 's operating activities, ECS strengthened its climate change governance. With respect to environmental governance, corporate social responsibility, and corporate governance in terms of climate risk management, ECS has specific responsible units to coordinate with each relevant department and collaborative unit to perform the measurement of relevant operational risks in accordance with the requirements in international environmental ordinances, industry code of conduct and those of competent authorities, and respond to relevant risks and form corresponding management policies on the principle of majority, and actively communicate with stakeholders to incorporate them into the daily strategy of enterprise operation. By estimating the risk occurrence mechanism and impact degree, formulating the risk response and mitigation plan and the crisis handling mechanism, ECS could make early warning to slow down the impact of risks on the Company's operation. On the opportunities brought by the climate change, ECS continuously improves the research and development of energy efficiency products, provides products that meet the advanced energy efficiency regulations of all countries in the world in advance, reduces the impact on climate and environment in the product life cycle, and assists	None.

Item	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Description	
			customers and social sectors to achieve energy saving and carbon reduction effects and corresponding climate adaptation. It is the responsibility of enterprises to adapt to extreme weather for sustainable development and operation In response to the risks of climate change, ECS actively promotes the transformation of green and low-carbon value chains and climate adaptation strategies in accordance with the guidelines of "Task Force on Climate-Related Financial Disclosures (TCFD)". The detailed implementation status can be found in ECS's official website (https://www.ecs.com.tw).	
(IV) Does the company calculate the amount of greenhouse gas emissions, water consumption, and waste production in the past two years and implement policies to cut down carbon and greenhouse gas emissions, water and waste production?	V		(IV) ECS (covering Taipei headquarters, mainland China and Thailand factories) environmental management policies and targets on energy conservation and carbon reduction, greenhouse gas reduction, water and waste reduction, operation, and effectiveness are disclosed in ECS 's Sustainability Report, and the detailed implementation status can be found in ECS's official website (https://www.ecs.com.tw).	None.
IV. Social issues (I) Does the company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?	V		(I) 1. According to the contents of international human rights conventions, such as the Convention on the Elimination of All Forms of Racial Discrimination, the Convention on the Elimination of All Forms of Discrimination against Women, the Convention on the Rights of the Child and the Convention on the Rights of Person with Disabilities, and the Employment Service Act, the Gender Equality Act, the Labor Standards Act, and the Essentials for Employment of Person with Disabilities , and Human Trafficking Prevention Act promulgated and implemented by the government, ECS has established a workplace to eliminate all unlawful discrimination to ensure equal job opportunities, and banned child labor and forced labor, to provide a safe and healthy working environment and help employees maintain physical and mental health and work-life balance. ECS continues to follow the United Nations Global Compact, the the Declaration of Fundamental Principles and Rights at Work of the International Labour Organization, the United Nations Guiding Principles on Business and Human Rights and the Code of Conduct for Responsible Business Alliance, and further practices the Company's human rights policy. 2. In terms of human rights risk mitigation measures, ECS conducts site audit for compliance with the Code of Conduct of Responsible Business Alliance ("RBA",	None.

Item	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Description	
			formerly known as "EICC") and the Code of Conduct of Business Social Compliance Initiative (BSCI) every year in the plant areas, and maintained good implementation results. ECS continuously obtained the Silver Rating Certificate for the Validated Audit Process (VAP) of RBA from external third party in 2018, 2020 to 2024. 3. With reference to the United Nations guiding principles of the protection, respect and remedy framework on human rights, ECS set up the "Special Area of Four Prevention Plans for Occupational Safety and Health" in 2020 to protect the legitimate rights and interests of employees, and signed the "Written Statement on Prevention of Workplace Violence" to implement the four prevention plans for occupational safety and health. The contents include “Maternal labor health protection plan”, “the prevention plan against illegal infringement in the performance of duties”, “the prevention plan against diseases caused by abnormal workload”, and “the prevention plan against human sexual hazards”. All of them put an end to any violation of human rights through mechanisms such as human rights risk assessment, implementation of mitigation measures, remedial and preventive measures, and establishment of complaint channels, so that all members inside and outside the Company can be treated fairly and with dignity. 4. ECS 's training practices on human rights protection include: A. Establishing the internal communication structure: ECS conducts the publicity of prohibiting forced labor, anti-discrimination, anti-workplace violence and labor human rights in the pre-service training courses for new employees, and the employees are periodically sent for training in the courses of Logistics and General Studies School of Elitegroup Corporate University. ECS has set up an employee complaint channel in the special zone for stakeholders of ECS's website, and has established a proper handling and response tracking mechanism. B. Offering sexual harassment prevention courses: ECS added the publicity of sexual harassment prevention measures in the workplace to the general courses of pre-service training and periodic training, to help employees understand the concept and prevention of sexual harassment, and set up a special area for complaints and disciplinary measures of sexual harassment prevention measures in EIP of ECS. C. Implementing workplace bullying prevention and publicity: ECS has signed a "Written statement on prevention of workplace violence" by the top officer to implement the "Prevention plan for unlawful infringement in the course of performing duties", helping employees to understand bullying and violence in the workplace, how to avoid bullying violence, and jointly create an open and friendly workplace.	

Item	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Description	
			D. Provide complete occupational safety training: Based on the working environment, ECS or the plant areas provide corresponding regular labor protection measures (fire safety and first aid education and training) and safety and health education, mainly including employee health inspection, on-the-job training on fire safety and industrial safety, and hold a series of lectures on occupational health protection knowledge. 5. In 2024, the human rights protection-related training was implemented for colleagues (companies and factories), with a total of 154 hours, and a total of 77 colleagues have completed the training. In the future, we will continue to pay attention to human rights protection issues and promote relevant education and training to improve human rights protection awareness and reduce the likelihood of a risk occurring of related issues.	
(II) Does the company appropriately reflect the business performances or achievements in the employee remuneration policy (including salary, annual leave and other benefits)?	V		(II) 1. ECS creating an equal, multi-inclusive and friendly workplace environment is very important for the corporate culture and business development. By making good use of the diversity and equal rights of the labor force and accepting the different cognition, values, interpersonal relationships and social levels of all people, every worker can achieve the best job performance, which is conducive to the sustainable operation and value creation of ECS. At present, the ECS ratio of male and female employees is 6:4. 2. ECS employee welfare measures include the following: [Salary and Bonus] Year-end bonus, performance bonus system, innovative patent bonus. [Management system] Humanized management, two days off, flexible commuting system, smooth promotion channel. [Training and Development] Training development planning and implementation of functional system, encouraging and subsidizing participation in external education and training. [Insurance system] Labor insurance, health insurance, group insurance (spouses and children can get preferential treatment), accident insurance. [Subsidies and allowances] Preferential rental of employee parking lots, various cash gift for weddings, funerals and births, gifts/vouchers for three major festivals and birthdays, departmental dinner subsidies, emergency assistance subsidies, establishment and subsidies of associations, and annual domestic and foreign travel subsidies for employees. [Welfare Committee Activities] Free lunches in the employees' restaurants, various ball games and singing competitions, signing of special shops, purchasing various commodities/household appliances for employees, discounts for employees' physical	None.

Item	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Description	
			examination, annual all-staff activities (family day/year end party), various spiritual growth lectures, and use of leisure centers (gym/rhythm classroom /KTV room/billiard room/pool room/library/nursing room/bathroom/rest room) For more information, please refer to ECS Global Human Resources: https://www.ecs.com.tw/hr/. 3. In accordance with Article 19 of ECS Bylaws, if ECS generates profits in a fiscal year (defined as pre-tax income after deducting employee compensation and director remuneration), a portion should be allocated by no less than 10% to employee compensation and not exceeding 1% to director remuneration. If the company has accumulated losses (including the adjustment of undistributed earnings), an amount should be reserved to offset them. Accordingly, as there is a pre-tax net loss for the year 2024, no employee compensation will be distributed for this year.	
(III) Does the company provide a healthy and safe work environment and organize health and safety training for its employees on a regular basis?	V		(III) 1. Based on the working environment, ECS and the plant areas provide corresponding regular labor protection measures (fire safety and first aid education and training) and safety and health education, mainly including employee health inspection, on-the-job training on fire safety and industrial safety, and hold a series of lectures on occupational health protection knowledge. 2. The plant areas have all passed ISO 14001 and ISO 45001 certification, and are continuously improved to meet the requirements of regulations and policies. Internal staff's education, training, and advocacy are carried out to reduce industrial safety accidents, prevent the loss of life and property, and improve the performance of health and safety. 3. ECS publishes or announces information related to safety protection in Elitegroup Biweekly from time to time. 4. ECS sets up staff leisure centers to provide sports and leisure places such as gym, rhythm classroom, karaoke room, table tennis, billiards to employees. 5. To help employees keep a healthy diet, ECS provides convenient, healthy, and nutritious food for colleagues to choose from, and holds health promotion-related lectures and propaganda from time to time. 6. In 2012, ECS started to be committed to promoting smoke hazard control and health propaganda in the workplace, actively implementing smoke-free and health promotion measures in the workplace, and establishing an excellent healthy working environment. ECS was awarded the certification of "Healthy Workplace Independent Certification Mark", and was awarded the "Health Excellence Award"	None.

Item	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Description	
			for healthy workplace by the Taipei Municipal Government. In 2015, ECS applied for the extension of the "Healthy Workplace Independent Certification Mark". The application was reviewed and approved by the government, and the certification was successfully extended to 2018. In 2018, ECS was awarded the "Excellent Healthy Workplace Award" of Taipei granted by the Municipal Health Bureau of Taipei. In 2019, 2021 and 2022, 2025~2027it was awarded the "Health Workplace Certification - Health Promotion Mark" by the National Health Agency of the Ministry of Health and Welfare. 7. ECS attaches great importance to the health of employees in the workplace and promotes various cancer screening services. In November 2016, ECS was awarded the "Excellent Workplace Award in Cancer Prevention and Treatment" by the Taipei Municipal Government. With respect to protecting the health of employees that are nursing mothers, ECS successively won the "Good Breast-feeding Room Certification" from 2017 to 2027. 8. ECS launched the Employee Assistance Program in 2015 and worked with the Lifeline Employee Assistance Program Center (EAPC) of Hsinchu City to establish a "professional consultation and referral" service system for ECS. ECS is committed to helping employees solve work or life problems, preventing work safety accidents, improving work efficiency, promoting the healthy development of the environment, uniting the staff, forming a good organizational culture, and maintaining the excellent stability of the company, so as to help ECS y and the employees achieve mutual, stable growth, and promote the competitiveness of the organization. In 2018 and 2016, ECS was awarded the biennial "Work-Life Balance Award - Employee Assistance Medal and Health and Happiness Medal" by the Ministry of Labor. (The Ministry of Labor suspended the award application process due to COVID-19 in 2020) 9. Through the dual operating mechanisms of the ISO14001 Environmental Management System and ISO 45001 Occupational Safety and Health Management System, ECS can prevent pollution and hazards in advance. The number of employees' occupational hazards, related improvement and prevention measures, related verification and their coverage are all disclosed in the sustainability report of ECS, and please find out the detailed implementation status on the official website of the Company (https://www.ecs.com.tw).	

Item	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Description	
			10. In order to effectively and quickly control accidents such as man-made and natural disasters, ECS has established emergency response procedures and emergency response teams in each factory to mobilize responsible personnel to control and eliminate accidents as soon as possible when an accident occurs. At the same time, ECS conducts building firefighting training courses every year, including introduction to building firefighting equipment, self-defense firefighting marshalling tasks, evacuation drills and escape routes, and practical experience courses (fire extinguishers, fire hydrant sprinklers). Furthermorre, physical AED and CPR training courses are held. There have been no fire accidents and no casualties in 2024.	
(IV) Does the company establish effective career development and training plans for its employees?	V		(IV) ECS believes that talent is the most precious resource of an enterprise. To promote the development of skills and vocations in employees, in addition to the general education courses, professional training, and energetic camp for newcomers, ECS has established an Elitegroup Corporate University with diversified education and training systems covering Elitegroup Management College, Research Engineering Institute, Marketing College, Project Management College, Digital Intelligence College, and General College of Logistics and Marketing. This response to the demand for self-learning of colleagues, special attention is paid to talent cultivation and development, with the aims to improve the quality of staff, and strengthens the management skills of junior supervisors. ECS cooperates with functional units to actively arrange succession training at all levels and develop a talent pool, sets up internal lecturer and professional technical training mechanism, stimulates employees' potential, drive the vitality of the organization, trains employees' second expertise, strengthens the professional ability, self-management ability and working attitude of all employees, deeply embeds the core values, so as to enable all employees to grow and thrive together with ECS. 1. The training courses for new employees of ECS, include EHS courses, corporate development direction, management policy and related policies, and the concept of sustainable development of corporate social responsibility. 2. ECS regularly organizes relevant internal education and training courses, has set compulsory class hours for all employees based on their functions through the Elitegroup Corporate University (ECU). ECU adopts the credit system. For example, as stipulated by the general annual study credits, 6 credits for annual training+1 credit for environmental safety and health training must be completed.	None.

Item	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Description	
			And it is linked with annual performance appraisal as a reference for salary, reward, appraisal reward, and punishment, and future promotion. 3. ECS has been awarded the Bronze Award for the Talent Quality-management System (TTQS) for Enterprise Organizations by the Workforce Development Agency of the Ministry of Labor in 2022. This recognition reflects Elite Computer's long-term commitment to enhancing the quality of talent development within ECS.	
(V) Does the company comply with relevant regulations and international standards regarding customer health and safety, right to privacy, marketing and labeling and other topics of its products and services and set up relevant consumer or customer protection policies and complaint procedures?	V		(V) ECS has adhered to the principle of "customer first" in its practice. In terms of safety regulations, such as those related to electromagnetic radiation, harmful substance control, and energy efficiency, in addition to meeting the requirements of international conventions, the Company makes sure that its products are in line with the regulations of various countries and have passed the required testing and certification, follows the principles of honest product labeling and disclosure for marketing in compliance with international laws and regulations, so as to ensure the rights and interests of consumers. The product instruction manual lists the product safety instructions for consumers to refer to the ways of using the product and related matters needing attention, as well as the environmental protection recycling measures that should be paid attention to when replacing the product. 1. Consumers can ask questions about products and services on the Company's external website service platform. The technical and service personnel will answer and help them, and directly communicate with consumers, so as to ensure consumers' rights and interests and improve the quality of products and services. 2. ECS has set up a customer complaint channel in the special zone for stakeholders of the Company's website, and has established a proper handling and response tracking mechanism.	None.
(VI) Does the company formulate and implement supplier management policies that require suppliers to follow relevant regulations on environmental protection, occupational safety and health or labor human rights?	V		(VI) 1. All suppliers of ECS shall comply with ECS green policy of "producing non-toxic products, responding to energy saving and carbon reduction, and building a sustainable enterprise". In our supplier management procedure, new suppliers shall not only view and sign 11 qualification documents but also go through the field investigation for company site and plants conducted by ECS's supplier investigation	None.

Item	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Description	
			team. The project covers 14 items, such as quality management, environmental product management, occupational safety and health, implementation of RBA code of conduct, corporate social responsibility, and business risk assessment. To become an official supplier of ECS, a new supplier must pass the field investigation and have no environmental or social impact record, with ISO 9001, ISO 14001 or IECQQC080000 and other management system certifications. 2. Every year, ECS formulates the supplier annual audit schedule for the existing suppliers according to the supplier management procedure and supplier audit operation procedure, and conducts field audit after the supplier completes the self-evaluation. The results of the supplier field audit checklist and the supplier project audit report are included in the supplier annual performance evaluation, and the audited suppliers that fail to meet the standards are put forward with improvement requirements, and the results are continuously tracked to improve the compliance of the whole supply chain. 3. ECS conducts quarterly evaluations of suppliers through various aspects of CQDSM (Cost, Quality, Delivery, Service, Management). In 2022, ECS added the SAQ (Self-Assessment Questionnaire) survey to the quarterly supplier evaluations. The SAQ focuses on three dimensions of ESG: E, Environmental issues; S, Occupational Safety and Health Management; and G, Sustainable Management and Information Disclosure. It is set as part of sustainable supply chain management, and ECS' SAQ questionnaire is provided to suppliers through the B2B supplier platform.	
V. Does the company refer to internationally-used standards or guidelines for the preparation of reports such as sustainability reports to disclose non-financial information? Are the reports certified or assured by a third-party accreditation body?		V	The ECS's 2024 sustainability report was compiled in accordance with the Global Reporting Association's Global Sustainability Report GRI Universal Standards (GRI Universal Standards), and the third-party verification company AFNOR International Co., Ltd. (ANFOR) was commissioned to conduct AA1000 (Moderate Assurance Level, Type1) Verification. A document review will be conducted in March, and the first and second stages of verification will be completed in April, and the verification statement will be disclosed on the company's official website and sustainability report. Note: This information is accurate as of the reporting period ending on March 31, 2025.	None.

<table>
<tr><th rowspan="2">Item</th><th colspan="3">Implementation</th><th rowspan="2">Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof</th></tr>
<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td colspan="5">VI. If the company has established sustainable development best-practice principles based on the "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies," describe the implementation and any deviations from such principles:
With reference to the " Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies" and relevant statutory provisions, the Company has completed the formulation of the " Sustainable Development Best Practice Policy of ECS " and the "Corporate Sustainable Development Best Practice Principles of ECS ", and have implemented corporate social responsibility and sustainable development programs in accordance with the Code of Conduct - Responsible Business Alliance (RBA) (formerly known as "EICC") and fully disclosed them in its Corporate Sustainability Reports.</td></tr>
<tr><td colspan="5">VII. Other important information to facilitate a better understanding of sustainable development practices:
ECS has disclosed its operation situation in the Corporate Social Responsibility Report, which contains information on environmental protection, social welfare, human rights, safety and health, etc. The Report can be downloaded from the Company's website/investor zone/corporate governance/corporate social responsibility report for the detailed implementation status.</td></tr>
</table>

From Jan. 1, 2024 to Dec. 31, 2024 ECS participated in the following corporate social responsibility activities:

Time	Activities
March 2024	【One-day ECS Small Farmer Volunteer】 In order to enable colleagues and students in remote areas to understand and support the concept of ecological sustainability of SDGs and to respond to social welfare activities, ECS cooperated with the Dandelion Hope Foundation jointly organized the "One-Day Small Farmer Volunteer" event. This event specially invited the teacher and 24 students of Yi-Sheng Elementary School in the remote area who ECS had performed enthusiastically at the 36th anniversary celebration to participate. We also invited 25 volunteer colleagues to join in the event and go to Wudu Ecological Park in Taoyuan to take practical actions. Through the ESG Little Leaders Empowerment Course, colleagues will lead the students in the remote areas to understand the concepts of "Sustainable Love for The Earth" and SDGs, and cultivate the students to become future social leaders! On that day, the students also thanked ECS for donating 20 laptops and the company and care of their colleagues. They performed Atayal songs as a feedback, and the colleagues were all intoxicated by the beautiful songs.
April 2024	【ESG Environmental Protection Handicraft】 ECS committed to deepening ESG sustainable development. In response to World Earth Day on April 22 and moving towards net zero carbon emissions and sustainable business goals, ECS cooperated with Wishlite Handcraft to hold the [ESG Environmental Handcraft] charity event. Thanks to the enthusiastic response of ECS 30 caring volunteers, through the introduction of circular economy, sharing of resource recycling innovation and application and practical workshops, we have delivered the "carbon reduction and environmental protection awareness" to our colleagues, allowing the concept of sustainability to take root in life and leave a clean and plastic-free ocean and land ecology to the next generation!
June 2024	Charity Sale Purchasing Activities】 ECS specially invited the Yu-Cheng Social Welfare Foundation - Jixian Sheltered Workshop for this charity sale purchasing activities, which makes every baked product with enthusiasm and joy. In order to encourage colleagues to respond to ESG and support people with disabilities, the company gave additional charity shopping money back to colleagues. On the day, there were also enthusiastic kids helping to distribute flyers to stimulate sales. Through everyone's enthusiastic purchases and support, the pre-order amount reached a new high apex! ECS delivers that when colleagues enjoy the Happy Dessert, they can feel the wholehearted dedication of the disabled people~
October 2024	【Green Box Association "Safe Fruit and Vegetable Packaging Project" 】 In order to make colleagues understand and support the SDGs of sustainable agriculture and the concept of eliminating hunger, ECS and its colleagues took practical action and went to the association's Wugu warehouse in New Taipei City. The mission of was to package safe fruits and vegetables for children from social welfare organizations. Through the mutual cooperation and efforts of colleagues, the safe fruit and vegetable packaging was completed.
November 2024	【Protecting Habitats】 Commonly known as "green cancer", the small-flowered creeper is an alien invasive plant with the characteristics of rapid spread. It will not only cover large areas of forests, but also pose a serious threat to native plants. With the enthusiastic support of caring volunteers, we can carry out cleanup work more effectively and protect Taiwan's ecological environment.
2024	ECS adheres to the spirit of "taking from the society and giving back to the society". In 2024, ECS continued to participate in a number of social welfare activities and donated 38 sets of educational notebook. The beneficiaries include children and teachers in rural primary schools, disadvantaged youth groups and to support the development of domestic cultural industries, Yisheng Elementary School in Taoyuan City (20 sets), Anding Elementary School in Taipei City (5 sets), JiJi Elementary School in Nantou County (5 sets) and Taitung County Friendly Care Association (8 sets). We hope to further help domestic school children and disadvantaged groups share the advantages of digital learning and create an infinite future with diverse learning.

Time	Activities
August 2019 to date	ECS has participated in the blood donation activity for 10 consecutive years. The Welfare Committee responded by organizing blood donation activities in January and July, inviting employees to roll up their sleeves and donate blood and colleagues are also very enthusiastic. The two blood donation activities are quite enthusiastically, a total of 125 blood bags were donated in January, and 106 blood bags were also donated in July, which shows the spirit of helping others.
Jan. ~ Dec. 2024	In order to take care of employees' health, ECS established the Health Promotion Committee in 2013 to implement the company's policies on various health promotion projects to establish employees' correct health self-management concepts. A total of 10 special lectures and 4 project activities were held in 2024, a total of 629 persons participated. The dissemination of health concepts will also be promoted through the company's internal bi-weekly reports, enterprise internet portal and employee learning websites to promote various new knowledge on medical hygiene, healthy diet, disease prevention and treatment, etc.
2024	ECS's headquarters was moved to Zhongshan North Road at the end of 2023. The new information center room adopts an airflow design with separated hot and cold aisles, replacing the hot and cold airflow mixing method of the original computer room, and a newly purchased energy-efficient uninterruptible power supply system (UPS) , and refer to the global IT organization "Green Grid" to develop and evaluate the energy usage efficiency (PUE) of green computer rooms to measure the energy saving degree of computer rooms. The investment amount related to the new information center computer room is NTD 14,500,000. The uninterruptible power supply system (UPS) and air-conditioning power consumption can save 126788.736 KW/hr every year, thereby reducing carbon emissions by 62.76 metric tons every year. In February 2024, ECS launched implementing the scheduling settings for air conditioning and lighting energy saving management in the new office. In May, we completed the addition of 33 indoor circulation fans in the external laboratory to reduce air conditioning energy consumption, saving 7,920 kWh of electricity throughout the summer, thereby reducing carbon emissions by 3.912 tons.
2024	Headquarters 1. Completed ISO 27001 Information Security Management System certification audit in August. 2. Completed ISO 9001 Quality Management System certification audit in December. 3. Completed Taiwan Intellectual Property Management System (TIPS) Level A certification in October. 4. Completed ISO 14064-1 Greenhouse Gas inventory verification in April. 5. Completed AA1000 Sustainability report accountability principles verification in May.
2024	Xingying plant 1. Completed IECQ QC080000 hazardous substances management system supervision and audit in January. 2. Completed ISO 9001 quality management system supervision and audit in January. 3. Completed ISO 14001 environmental management system supervision and audit in January. 4. Completed ISO 45001 occupational safety and health management system supervision and audit in January. 5. Completed Amfori BSCI Full Audit in August. 6. Completed IATF 16949 management system supervision and audit in June. 7. Completed ISO 27001 information security management system supervision and audit in September. 8. Completed ISO 50001 energy management system supervision and audit in December. 9. Completed IPC supervision and audit in March. 10. Completed ISO 14064-1 greenhouse gas inventory verification in April. 11. Completed SA 80000 social accountability management system certification audit in October.

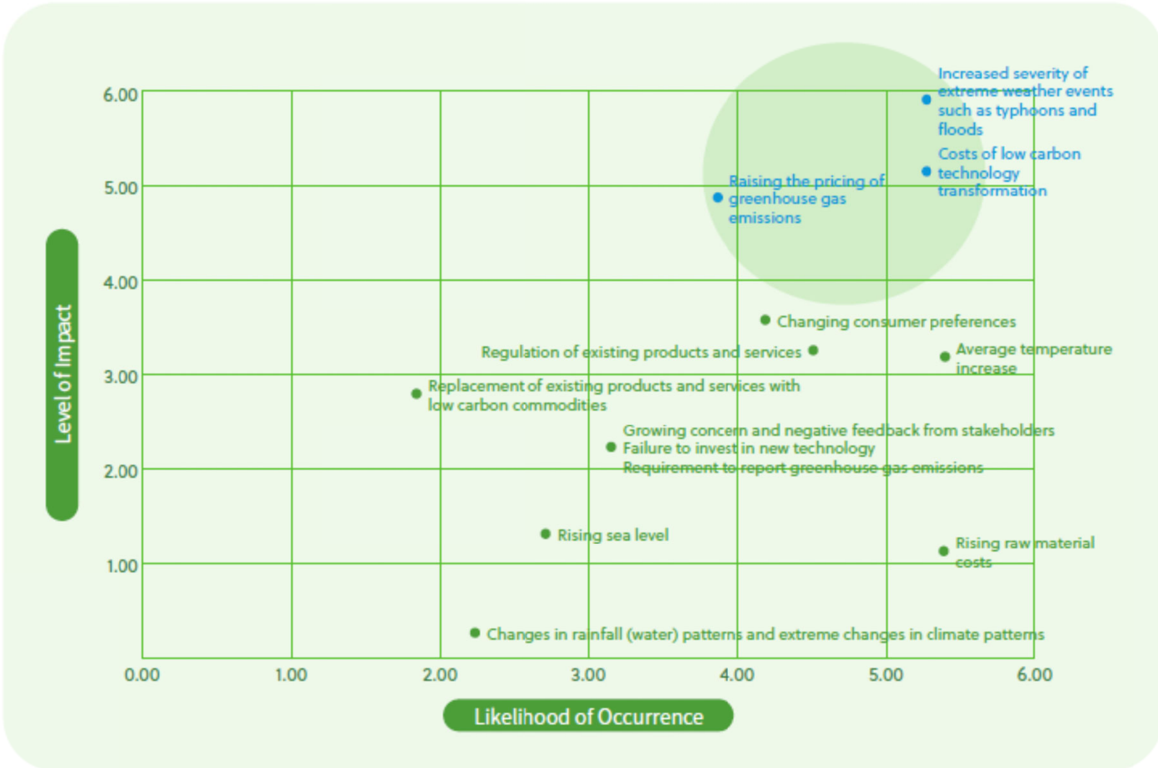
Time	Activities
2024	Thailand plant 1. . Completed ISO 9001 quality management system supervision and audit in July. 2. Completed ISO 14001 environmental management system supervision and audit in July. 3. Completed ISO 45001 occupational safety and health management system supervision and audit in July. 4. Completed IATF 16949 management system certification audit in June. 5. Completed IPC certification audit in April. 6. Completed RBA VAP Audit in March. 7. Completed IECQ QC080000 hazardous substances management system audit in July.
June 2015 to date	In order to maintain the healthy development of employees' life, work, and physical and mental health, ECS has cooperated with the Employee Assistance Service Center of Lifeline Association in Hsinchu City to promote the Employee Assistance Program since June 2015. About 2-3 employees used the system every month. When employees have any questions, problems, or stress and need assistance, they all know that they can use this consulting service, which can promote the physical and psychological health of employees, identify employees in need of help and provide timely assistance, solve the employees' work or life difficulties, and promote work-life balance. In 2018 and 2016, the Company was awarded the biennial "Work-Life Balance Award - Employee Assistance Medal and Health and Happiness Medal" by the Ministry of Labor (The Ministry of Labor suspended the award application process due to COVID-19 in 2020). ECS has been awarded the "Healthy Workplace Certification - Health Promotion Mark" by the National Health Service of the Ministry of Health in 2019,2021, 2022 and 2025, in response to the Company's efforts to promote the balance of physical and psychological health, which can help everyone work in a friendly and healthy workplace environment away from worries.

Climate-Related Information of TWSE/TPEx Listed Company

1. Implementation of Climate-Related Information

Item	Implementation status
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	In recent years, every corner of the world is facing extreme climates and weather conditions. The term "climate change" has been gradually become a symbol of the out-of-control "climate state of emergency". In response to the climate state of emergency and the potential energy crisis, ECS has not only strengthened its ability to adapt to the climate volatility and reduced the operational impact that natural disasters may bring. In addition to this, ECS has made continuous efforts to reduce greenhouse gas emissions. This is achieved by identifying the risks and opportunities of climate change, and implementing effective response measures and strategies that help achieve the goals of a sustainable business. Through the inventory and identification of entity and transformation risks and opportunities for product, customer and operation, the impact on ECS's operating activities will strengthen the company's climate change governance.
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	In terms of climate risk and opportunity management, ECS has dedicated units for environmental and corporate governance and corporate social responsibility to coordinate relevant departments to conduct relevant operational risk analysis in accordance with international environmental regulations such as "Paris Agreement", "2050 Net Zero Emissions Target", and "Climate Change Response Act" by promulgated by the relevant competent authorities. ECS assesses the relevant risks in accordance with the principle of materiality and form corresponding management policies to be incorporated into the daily strategy of ECS's operations, and to actively communicate this with stakeholders. By estimating the probability and impact of risks, formulating risk response and mitigation measures as well as crisis management mechanisms, early warnings are provided to mitigate the impact of risks on ECS operations. In grasping the opportunities brought by climate, ECS continues to improve the research and development of product energy efficiency, and ensures its products lifecycle comply with advanced energy efficiency regulations of world-wide countries in advance, to contribute to the global effort of reducing the impact on the climate and the environment. ECS also assists its customers and various social departments to reach energy saving efficiencies and carbon reduction effect and corresponding adaptations to the climate.
3. Describe the financial impact of extreme weather events and transformative actions.	In response to the risks and opportunities of climate change and with reference to the "Task Force on limate-Related Financial Disclosures" (TCFD) guidelines, ECS actively pursues the transformation of green and low-carbon value chains and climate adaptation strategies in the following four aspects: Governance ECS established its "Sustainable Development Committee" in 2021 and comprised of board members and the management team. It is responsible for approving climate change visions, strategies, short-term, medium-term and long-term targets and goals. The management team executes the approved plans and evaluates the management of climate-related issues and reports the results and chievements to the board.

<table>
<tr>
<td>4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.

5.If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.</td>
<td rowspan="2">Strategy
ECS conducts climate impacts analysis with the objective of controlling global warming within 1.5°C, by identifying short-term, medium-term and long-term climate-related risks and opportunities faced by company. On the manufacturing chain, ECS actively promotes green manufacturing, energy efficiency improvement and using renewable energy where possible. Actively enhance the climate resilience of business organizations through other mitigation actions and adaptation of measures such as recycling water, electricity and waste gas green planning.
Climate Change Risk Matrix

</td>
</tr>
<tr>
<td>6.If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.</td>
</tr>
</table>

Risk and Opportunity of Climate

Risk Management

Together with the establishment of the Sustainable Development Committee, ECS also formulated its "ECS Risk Management Policy" in 2021. The Chairman and General Manager of ECS are responsible for coordination of the overall risk management and supervising the execution of the plans and policies and to assign a risk management unit to undertake the implementationto finality. ESC examines the situation from a holistic perspective when formulating strategic goals and realistic targets, from identifying, evaluating, controlling, supervising and communicating all potential risks through qualitative and quantitative management methods, to efficiently reducing various risks in operation processes to diffuse possible situations or to mitigate the effect to a tolerable and controllable range. According to the principle of materiality, to review ECS own business and operational characteristics, and incorporate climate change risks through the following process of identifying climate change risks.

Summary of the Climate Change Risk Identification

Ranking	Number	Type	Factors	Timeframe Evaluation
1	001	Physical Risk - Immediate	Increased severity of extreme weather events like typhoons and floods.	Short-term
2	002	Transition Risk - Technology	The costs of low-carbon technology transition	Mid-term
3	003	Transition Risk - Policies and Regulations	Increased greenhouse gas emission pricing	Short-term

Summary of the Climate Change Opportunity Identification

Ranking	Number	Type	Factors	Timeframe Evaluation
1	001	Opportunity - Resource Efficiency	Recycling and reutilize	Mid-term
2	002	Opportunity - Products and Services	Develop and/or increase low-carbon goods and services.	Mid-term
3	003	Opportunity - Resource Efficiency	Use more efficient production and distribution processes.	Mid-term

Note: The definition of timeframes: Short-term: 2022-2025, Medium-term: 2026-2030, Long-term: 2031-2050

ECS has adopted and incorporated numerous ISO standards including: ISO 9001 Quality Management System, ISO14001 Environmental Management System, ISO 45001 Occupational Safety and Health Management System, IECQ QC080000 Hazardous Substance Process Management System, ISO 50001 Energy Management System, ISO 27001 Information Security Management System. In addition to this, we also submit to Social Accountability 8000, RBA VAP Social Responsibility Audit, BSCI Corporate Social Responsibility Criteria Audit to verification purposes. Through the continuous operations of the above management systems and third-party audits, ECS is able to effectively manage risks that may impact on the environment, employee safety, customers and suppliers regarding climate change operations and respond accordingly. Identifying potential damages that may be caused by climate change and implementing pragmatic contingency plans for crucial for ensuring business continuity.

7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	ECS currently does not use an internal carbon pricing mechanism.
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	Metrics and Targets ECS has established a long-term goal of "2050 Net-Zero Emissions", halving carbon emissions by 2030, and carbon neutrality by 2050. ECS will utilize its best endeavors to achieve sustainable developments for the benefit of our environment and our planet – Earth. Setting climate-related performance indicators and quantitative goals is one of the ways to regularly track progress and it is important to disclose this progress with the world as a global corporate citizen. The plans and targets are outlined below:

	<table><tr><th>Period</th><th>Type</th><th>Metrics and Targets</th></tr><tr><td>2022-2025</td><td>Short Term</td><td>• In 2022, adopt standard ISO 14064-1 for internal GHG inventory; and complete the external GHG verification in 2023. • In 2024, adopt standard ISO 14067 for internal CFP inventory; and complete the external CFP verification in 2025. • In 2025, the scope 1, 2 of GHG emissions will be **reduced at least 25%** compared to the base year 2022. • In 2025, to achieve **20% renewable energy** transformation.</td></tr><tr><td>2026-2030</td><td>Medium Term</td><td>• In 2030, the scope 1, 2 of GHG emissions will be **reduced at least 35%** compared to the base year 2022. • By 2030, to achieve **30% renewable energy** transformation. • To be a member of **RE100 initiative**</td></tr><tr><td>2031-2050</td><td>Long Term</td><td>• By 2050, to achieve Net-Zero goal for scope1, 2 of GHG emission. • By 2050, to achieve **100% renewable energy** transformation.</td></tr></table> ECS currently does not use carbon offsets or renewable energy certificates (RECs). In 2024, the mainland factory conducted carbon emission rights verification and obtained carbon rights in accordance with local government regulations, and implemented the purchase of renewable energy certificates (green certificates) for 15 million kilowatt hours of electricity. ECS will gradually increase the short-term goal of using renewable energy according to the target plan.
9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in points 1-1 and 1-2 below).	

1-1. Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years

1-1-1 Greenhouse Gas Inventory Information

Describe the emission volume (metric tons CO2e), intensity (metric tons CO2e/NT$ million), and data coverage of greenhouse gases in the most recent 2 fiscal years.				
Year	Scope	Emission volume (metric tons CO2e)	Intensity (metric tons CO2e/NT$ million)	Data coverage
2023	Scope 1	47.4155	47.4155 / 19741.745 = 0.00240	ECS HQ
	Scope 2	1038.2941	1038.2941 / 19741.745 = 0.05259	ECS HQ
2024 (Note)	Scope 1	116.7419	116.7419 / 17495.705 = 0.006673	ECS HQ
	Scope 2	722.8352	722.8352/ 17495.705 = 0.041315	ECS HQ
Note : The emissions volume in 2024 are external verified data in staged 2 on 3/24.				

Note 1: Direct emissions (scope 1, i.e., emissions directly from sources owned or controlled by the Company), indirect energy emissions (scope 2, i.e., indirect greenhouse gas emissions from electricity, heat, or steam) and other indirect emissions (scope 3, i.e., emissions from company activities that are not indirect energy emissions, but originate from sources owned or controlled by other companies).
Note 2: The data coverage scope for direct emissions and indirect energy emissions shall comply with the schedule prescribed in the order issued under Article 10, paragraph 2 of the Regulations. Other indirect emissions information may be voluntarily disclosed.
Note 3: Greenhouse gas inventory standards: Greenhouse Gas Protocol (GHG Protocol) or ISO 14064-1 issued by the International Organization for Standardization (ISO).
Note 4: The intensity of greenhouse gas emissions may be calculated per unit of product/service or revenue, but at least the data calculated in terms of revenue (NT$ 1 million) shall be disclosed.

1-1-2 Greenhouse Gas Assurance Information

Describe the status of assurance for the most recent 2 fiscal years as of the printing date of the annual report, including the scope of assurance, assurance institutions, assurance standards, and assurance opinion.				
Year	Scope of assurance	Assurance institutions	Assurance standards	Assurance opinion
2023	ECS HQ	AFNOR Asia, Ltd.	ISO 14064-1:2018	Scope 1、Scope 2 are Reasonable assurance
2024	ECS HQ	AFNOR Asia, Ltd.	ISO 14064-1:2018	Scope 1、Scope 2 are Reasonable assurance

Note 1: This information shall be disclosed in compliance with the schedule prescribed in the order issued under Article 10, paragraph 2 of the Regulations. If the Company has not obtained a complete greenhouse gas assurance opinion by the date of printing of the annual report, it shall note that "Complete assurance information will be disclosed in the sustainability report." If the Company does not prepare a sustainability report, it shall note that "Complete assurance information will be disclosed on the Market Observation Post System (MOPS)," and shall disclose the complete assurance information in the annual report of the following fiscal year.
Note 2: The assurance institutions shall meet the directions regarding assurance of sustainability reports prescribed by the TWSE and the TPEx.
Note 3: When preparing the disclosure content, the Company may refer to the best practice reference examples on the TWSE Corporate Governance Center website.

1-2 Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan

Specify the greenhouse gas reduction base year and its data, the reduction targets, strategy and concrete action plan, and the status of achievement of the reduction targets.
1. The greenhouse gas reduction base year：2022 2. Data (Scope 1+Scope 2)：1143.875 metric tons CO2e 3. The reduction target：Reduce greenhouse gas emissions by 25% in 2025 compared to the base year of 2022. 4. Strategy and concrete action plan： a. Electric equipment inventory b. Division of responsibility areas c. Improvement of electric equipment technology d. Product design, process optimization, and reducing electricity usage e. Enhance equipment maintenance to improve operational efficiency f. Office electricity saving 5. The status of achievement of the reduction targets：Scope 1 and 2 greenhouse gas emissions in 2024 reduced by 28.796% compared to the 2022 base year.

(VI) Implementation Status of Ethical Corporate Management and Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Description	
I. Establishment of ethical corporate management policies and programs				
(I) Does the company establish the ethical corporate management policies approved by the Board of Directors and declare its ethical corporate management policies and procedures in its guidelines and external documents, as well as the commitment from its Board to implement the policies?	V		(I) To establish a culture of ethical business operations and promote sustainable development, ECS's Board of Directors passed the "Code of Best Practices for an Ethical Corporate Management with Integrity" (the "Integrity Code") on April 30, 2015. This Code abides by the operational philosophy of honesty, transparency and responsibility, bases policies on the principle of good faith and establishes good corporate governance and risk management mechanisms so as to create a business environment for sustainable development. The Integrity Code also applies to our board of directors, supervisors, employees or substantial controllers and they will implement the above policies when carrying out their duties and functions in internal management and in business activities. The Board of Directors and management team have made the implementation of the code of ethics a key objective in ECS's operations.	No discrepancy
(II) Does the company establish a risk assessment mechanism against unethical conduct, analyze and assess on a regular basis business activities within its business scope which are at a higher risk of being involved in unethical conduct, and establish prevention programs accordingly, which shall at least include those specified in Paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies"?	V		(II) ECS has established a mechanism for evaluating the risk of unethical behavior according to the Integrity Code which covers the precautionary measures in the second paragraph of Article 7 of "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies". The internal audit department also monitors for any instances of bribery, corruption, or other unethical practices and ECS also takes strict precautions against any violation of the Integrity Code by implementing the internal audit, internal control, and risk management.	No discrepancy
(III) Does the company specify in its prevention programs the operating procedures, guidelines, punishments for violations, and a grievance system and implement them and review the prevention programs on a regular basis?	V		(III) To prevent any unethical behavior, ECS handles and reports illegal, unethical or dishonest behaviors in accordance with the procedural guidelines and policies for the prevention and reporting of illegal, unethical or dishonest conduct. These practices and measures are incorporated into	No discrepancy

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">Implementation Status</th><th rowspan="2">Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof</th></tr>
<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td></td><td></td><td></td><td>operating procedures, code of conduct, education and training, whistleblowing procedures, and grievance and disciplinary procedures which also includes the implementation of such measures. In addition to the above, Integrity Undertaking Letter, Employment Contract and Employee Quarterly Performance Appraisals all explicitly stipulate the underlying principles of ethical corporate management. These are reviewed annually and internal training courses are held to promote awareness on these policies.</td><td></td></tr>
<tr><td>II. Fulfillment of ethical corporate management
(I) Does the company evaluate business partners' ethical records and include ethics-related clauses in the business contracts signed with the counterparties?</td><td>V</td><td></td><td>(I) ECS conducts due diligence procedures to assess corruption and bribery risks for new business partners. In addition, ECS requires that all suppliers shall provide the Integrity Undertaking and pledge to comply with all integrity guidelines set forth by ECS.</td><td>No discrepancy</td></tr>
<tr><td>(II) Does the company establish an exclusively dedicated unit supervised by the Board of Directors to be in charge of ethical corporate management and report to the Board of Directors the implementation of ethical corporate management policies and prevention programs on a regular basis (at least once a year)?</td><td>V</td><td></td><td>(II) In order to improve and implement corporate management that is ethical and with integrity, ECS has appointed the President Office of ECS to be in charge of ECS's ethical matters and reports to the Board of Directors on an annual basis. ECS has reported the status of operation and implementation in 2024 to the Board of Directors on December 20, 2024, and also disclosed such information on ECS's website (including the following implementation status of educational training relative to the ethical corporate management in 2024)
<table>
<tr><th>Course Name</th><th>Course Form</th><th>Course Hours</th><th>Level Number of participants</th></tr>
<tr><td>[Employee orientation course]
-Publicity of confidentiality obligations
-Publicity of insider trading</td><td>Online</td><td>30 minutes</td><td>39</td></tr>
</table></td><td>No discrepancy</td></tr>
</table>

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">Implementation Status</th><th rowspan="2">Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof</th></tr>
<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td></td><td></td><td></td><td><table>
<tr><td>prevention
-Publicity of Respecting the intellectual property rights</td><td></td><td></td><td></td></tr>
<tr><td>[Introduction to ECS Internal Control System and Ethical Operation Code]
-What is the internal control system and risk management?
-Introduction to ECS internal control system
-Introduction to the Ethical Operation Code
-Prevention of insider trading and the regulations</td><td>Online</td><td>45 minutes</td><td>7</td></tr>
<tr><td>The latest practices of in insider trading prevention and trade secret protection</td><td>Online</td><td>90 minutes</td><td>15</td></tr>
</table></td><td></td></tr>
<tr><td>(III) Does the company establish policies to prevent conflicts of interest, provide appropriate communication channels, and implement them accordingly?</td><td>V</td><td></td><td>(III)ECS has established a policy to deal with conflicts of interest in the Integrity Code and the Code of Ethics, and also has provided appropriate communication channels according to the procedures for handling cases of reported illegal and unethical or dishonest behaviors. ECS actively avoids any conflict of interest by imposing a censorship process. In addition, ECS has established "Sustainable Development Practice Principles" which stipulates that when fulfilling corporate social responsibility, ECS shall respect social ethics and pay attention to the rights and interests of other stakeholders. In pursuing sustainable development and profitability, factors such as the environment, society, and corporate governance should be valued.</td><td>No discrepancy</td></tr>
</table>

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Description	
(IV) Does the company establish effective accounting systems and internal control systems to implement ethical corporate management, with the internal audit unit being responsible for devising relevant audit plans based on the results of assessment of any unethical conduct risk, examining accordingly the compliance with the prevention programs, or engaging a certified public accountant to carry out the audit?	V		(IV) ECS ensures that all ECS's directors and employees complies with the Company Act, the Securities Exchange Act, the Commercial Accounting Act, the Political Donations Act, any applicable regulations and the Intregrity Code by implementing the internal audit and internal control. In addition, accountants audit the performance of ECS's internal controls every year.	No discrepancy
(V) Does the company regularly hold internal and external training on ethical corporate management?	V		(V) ECS actively implements ethical corporate management and arranges training courses related to the ethical corporate management in its annual training programs.	No discrepancy
III. Operation of the whistle-blowing system (I) Does the company establish both a reward/whistle-blowing system and convenient whistle-blowing channels? Are appropriate personnel assigned to the accused party?	V		(I) ECS has established the procedures for handling cases of reported illegal and unethical or dishonest behaviors and provided the report mailbox and a dedicated hotline for internal and external whistleblowers. Anyone who discovers that ECS or its employees are in danger of committing crimes, fraud, or violating laws can report to ECS through such aforementioned way, and all reports will be referred to the appropriate department and personnel depending on the nature of the underlying issue to be handled, and designates appropriate unit and personnel to investigate the allegations.	No discrepancy
(II) Does the company establish the standard operating procedures for investigating reported misconduct, follow-up measures to be taken after the investigation, and related confidentiality mechanisms?	V		(II) ECS in terms of internal control measures based on the procedures for handling cases of reported illegal and unethical or dishonest behaviors, designed an investigation processes for reported alleged misconducts, confidentiality related mechanisms for these processes, steps to take after the investigation including appeal procedures for any outcomes.	No discrepancy
(III) Does the company provide protection for whistle-blowers against receiving improper treatment?	V		(III) ECS has a dedicated person to handle complaints or report cases of misconduct, such person is required ensure confidentiality of the whistleblower. According to the procedures for handling cases of	No discrepancy

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Description	
			reported illegal and unethical or dishonest behaviors, ECS undertakes that ECS will protect whistleblowers from any adverse treatment because of their reporting.	
IV. Enhanced disclosure of ethical corporate management information Does the company disclose the ethical corporate management policies and the results of its implementation on the company website and MOPS?	V		ECS is a publicly listed company (TWSE stock code: 2331) has disclosed the Integrity Code on ECS's website and annual report. The detail of implementation status is stated in ECS ESG Report. Such ECS ESG Report also has been disclosed on the Market Observation Post System.	No discrepancy
V. If the company has established the ethical corporate management best-practice principles based on the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies," please describe the implementation and any deviations from the Principles: - No discrepancy				
VI. Other important information to facilitate a better understanding of the Company's ethical corporate management (e.g., review of and amendments to ethical corporate management policies) Please refer to the ECS sustainability report and website at https://campaign.ecs.com.tw/document/esg-report/2022-esg-report_tc.pdf				

VII If the Company has formulated the Corporate Governance Code and relevant regulations, it shall disclose the inquiry methods:
The rules and regulations of ECS can be found on ECS's website (http://www.ecs.com.tw/Corporate governance under investor relations) or at the Market Observation Post System.

VIII The following matters shall be disclosed on the implementation of internal control system

1. Statement on Internal Control

Elitegroup Computer Systems Co., Ltd.

Statement on Internal Control

Date: February 21, 2024

The Company makes the following statement according to the self-evaluation conducted of the internal control system in 2024:

I. The Company acknowledges that it is the responsibility of the Board of Directors and managerial officers to establish, implement, and maintain the established internal control system. Its purpose is to reasonably ensure that operational effectiveness and efficiency (including income, performance, and asset safety) and reporting are reliable, timely, and transparent, as well as to ensure compliance with relevant regulations and laws.

II. An internal control system has inherent limitations. No matter how perfectly designed, an effective internal control system can provide only reasonable assurance of accomplishing its 3 stated objectives above. Moreover, the effectiveness of an internal control system may be subject to changes due to extenuating circumstances beyond control. Nevertheless, the internal control system contains self-monitoring mechanisms, and the Company takes immediate remedial actions in response to any identified deficiencies.

III. The Company evaluates the design and operating effectiveness of the internal control system based on the criteria provided in the "Regulations Governing the Establishment of Internal Control Systems by Public Companies" (herein below, the "Regulations"). The criteria adopted by the Regulations identify 5 components of internal control based on the process of management control: 1. control environment; 2. risk assessment; 3. control activities; 4. information and communication; and 5. monitoring operations. Each key component includes several items. Please refer to the Regulations for the aforementioned items.

IV. The Company has evaluated the design and operating effectiveness of the internal control system according to the Regulations.

V. In accordance with the aforementioned evaluation, the Company has found that the design and implementation of the internal control system (including the assessment and management of subsidiaries), as of December 31, 2024, including the efficacy of understanding operations, the efficiency of achievement of objectives, reliability in reporting, timeliness, and compliance with the relevant guidelines and laws, are effective and can reasonably provide assurance of the aforesaid goals.

VI. This statement is an integral part of the Company's annual report and prospectus and will be made public. Any falsehood, concealment, or other illegality in the content made public will entail legal liability under Articles 20, 32, 171, and 174 of the Securities and Exchange Act.

VII. This statement has been approved on February 21, 2024, by the Board of Directors, and out of the 9 Board members in attendance, none has objected to this statement and all consented to the content expressed herein.

Elitegroup Computer Systems Co., Ltd.

Chairman: Wkang-Hsiang Wang

Vice Chairman: Ming-Hsing Chen

President: Chia-Sheng Chen

2. If a CPA has been hired to carry out a special audit of the internal control system, the CPA audit report shall be disclosed: None.

IX Major Resolutions of Shareholders' Meeting and Board Meetings during the Most Recent Fiscal Year and during the Current Fiscal Year Up to the Date of Publication of the Annual Report:

Board of Directors Date/Term	Important proceeding	Results and implementation of resolution
2024.1.11 2024 The 1st Session	1. Election of the company's chairman.	1. With the attendance of more than two-thirds of the directors and unanimous agreement of the directors present, I-Wen Chungg was elected as the chairman of the board.
	2. Appointment of four members to the sixth term of the Remuneration Committee.2	2. All the directors present passed the resolution without objection.
	3. Appointment of the new General Manager of the company.	3. All the directors present passed the resolution without objection.
2024.1.20 2024 The 2nd Session	1. The company proposes to invest in the stock of Tatung Company.	1. All the directors present passed the resolution without objection.
	2. Amendment to the company's "Remuneration Distribution Method for Directors and Functional Committees."	2. All the directors present passed the resolution without objection.
	3. Salary compensation for the newly appointed General Manager of the company.	3. All the directors present passed the resolution without objection.
	4. Distribution of annual bonuses for managers for the fiscal year 2023 of the company.	4. All the directors present passed the resolution without objection.
2024.2.22 2024 The 3rd Session	1. Proposal on the financial statements and operating reports of the Company for the year 2023.	1. After an explanation by the chairperson of the Audit Committee, the proposal was approved as presented by all attending directors.
	2. Reviewed the employee remuneration amount case for the fiscal year 2023 of our company.	2. Following the Audit Committee's decision to revise the text and an explanation by the chairperson of the Audit Committee, the proposal was approved as presented by all attending directors.
	3. To deliberate on the amount of remuneration for directors of the Company for 2023.	3. After an explanation by the chairperson of the Remuneration Committee, the proposal was approved as presented by all attending directors.
	4. The employee remuneration amount for managerial personnel in the fiscal year 2023 of the company.	4. In this case, due to a conflict of interest, Chairman I-Wen Chung recused himself, and the meeting was chaired by Chin-Te Li, the independent director and chairperson of the Remuneration Committee. Excluding Chairman I-Wen Chung, the remaining attending directors agreed to approve the proposal as amended in terms of the amount and wording following the Remuneration Committee's resolution.
	5. Reviewed the company's Q4 2023-year manager performance bonus distribution case.	5. After an explanation by the chairperson of the Remuneration Committee, the proposal was approved as proposed by all attending directors.
	6. Appointment of the New Chief Strategy Officer.	6. After an explanation by the chairperson of the Remuneration Committee, the proposal was approved as proposed by all attending directors.
	7. Distribution of earnings for 2023.	7. After an explanation by the chairperson of the Audit Committee, the proposal was approved as presented by all attending directors.
	8. The case of distributing earnings in cash for the fiscal year 2023of the company.	8. After an explanation by the chairperson of the Audit Committee, the proposal was approved as presented by all attending directors.
	9. Company intends to apply for a loan line from the bank.	9. All the directors present passed the resolution without objection.
	10. Company intends to apply for a loan line from the bank.	10. All the directors present passed the resolution without objection.
	11. Golden Elite Technology (Shenzhen) Ltd., a group affiliated enterprise of the Company, intends to apply for a fund loan case from ECS Digital Technology (Shenzhen) Co., Ltd., a group affiliated enterprise.	11. After an explanation by the chairperson of the Audit Committee, the proposal was approved as presented by all attending directors.

Board of Directors Date/Term	Important proceeding	Results and implementation of resolution
	12. Adjustment of the company's investment structure.	12. After an explanation by the chairperson of the Audit Committee, the proposal was approved as presented by all attending directors.
	13. Prepared the Statement of Internal Control System of the Company.	13. After an explanation by the chairperson of the Audit Committee, the proposal was approved as presented by all attending directors.
	14. Appointment of the second term members of the Sustainability Committee.	14. This proposal appoints Mr. I-Wen Chung as Chairman, Mr. Chin-Te Li as Independent Director, Mr. Ming-Hsing Chen as Independent Director, Mr. Yu-Chou Chiao as Independent Director, and Ms. Kuan-Ling Lai as Director to serve as members of the second term Sustainability Committee. It was approved as proposed with the consent of all attending directors.
	15. Revision of the "Shareholders' Meeting Rules" of the Company.	15. After an explanation by the chairperson of the Audit Committee, the proposal was approved as presented by all attending directors.
	16. Fix the date, time, place, and other matters relating to the general meeting of shareholders of 2024.	16. All the directors present passed the resolution without objection.
	17. Handle matters related to proposals of shareholders holding more than 1% equity and nomination of director nominators.	17. All the directors present passed the resolution without objection.
2024.4.18 2024 The 4th Session	1. Proposed to release the director and the independent director from non-competition trestrictions.	1. In this case, due to a personal conflict of interest with the matter, directors Kuan-Ling Lai and Wen-Hsiung Chan voluntarily recused themselves. The remaining directors present passed the resolution without objection.
	2. Supplemented the additional reason for convening the 2024 annual general meeting of shareholders	2. All the directors present passed the resolution without objection.
	3. Appointment of the Company’s corporate governance officer.	3. All the directors present passed the resolution without objection.
	4. Proposed resolution to release from non-competition restriction on managerial officers.	4. All the directors present passed the resolution without objection.
	5. Capital increase in Elite Technology (Cayman) Co., Ltd., followed by capital increase in its Thailand subsidiary, Elite Circuit Technology (Thailand)Co., Ltd.	5. Further information needs to be supplemented. Once updated data is obtained, this issue will be proposed at the next audit committee meeting on May 9th and presented at the board of directors’ meeting.
2024.05.09 2024 The 5th Session	1. Proposal on the consolidated financial statements of the Company and its subsidiaries for 2024 Q1.	1. All the directors present passed the resolution without objection.
	2. Amendment to the position system and salary scale of the Company’s ‘Salary, Bonus and Remuneration Regulations’.	2. After an explanation by the chairperson of the Remuneration Committee, the proposal was approved as presented by all attending directors.
	3. Reviewed the company's Q1 2024-year manager performance bonus distribution case.	3. After an explanation by the chairperson of the Remuneration Committee, the proposal was approved as presented by all attending directors.
	4. Appointment of a new manager.	4. All the directors present passed the resolution without objection.
	5. Appointment of a new research and development officer.	5. All the directors present passed the resolution without objection.
	6. Review of the salary for the new corporate governance officer.	6. All the directors present passed the resolution without objection.
	7. 2024 sustainable development blueprint and implementation plan.	7. All the directors present passed the resolution without objection.
	8. The Company intends to apply for a loan line from the bank.	8. All the directors present passed the resolution without objection.
	9. The Company’s subsidiary, Golden Elite Technology (SHENZHEN) Ltd., intends to apply for a loan line from the bank.	9. All the directors present passed the resolution without objection.

Board of Directors Date/Term	Important proceeding	Results and implementation of resolution
	10. Amendment of ‘Subsidiary Operation Management Procedure’	10. After Director Chin-Te Li suggested textual revisions, the proposal was approved as presented with the consensus of all attending directors.
	11. Amendment of ‘Regulations Governing Procedure for Board of Directors Meetings’	11. All the directors present passed the resolution without objection.
	12. Amendment of the Company’s Level of Authority.	12. After an explanation by the director Chin-Te Li, the proposal was approved as presented by all attending directors.
2024.06.03 2024 The 6th Session	1. The subsidiary, Unitop International Corp., intends to dispose of its investment in Elitegroup Computer System (SIP) Co., Ltd.	1. All the directors present passed the resolution without objection.
	2. Amendment of ‘Compensation and Remuneration Distribution Policy for Directors and Functional Committees’	2. All the directors present passed the resolution without objection.
	3. Amendment of ‘Performance Rewards System Regulations’	3. After an explanation by the chairperson of the Remuneration Committee, the proposal was approved as presented by all attending directors.
2024.08.08 2024 The 7th Session	1. Proposal on the consolidated financial statements of the Company and its subsidiaries for 2024 Q2.	1. All the directors present passed the resolution without objection.
	2. The proposal for no dividend distribution for the first half of 2024.	2. All the directors present passed the resolution without objection.
	3. The subsidiary, Unitop International Corp., intends to carry out a cash capital reduction and refund shareholders’ contributions by distributing capital surplus.	3. All the directors present passed the resolution without objection.
	4. The Company intends to apply to the bank for an extension of the loan limit.	4. All the directors present passed the resolution without objection.
	5. The subsidiary, Golden Elite Technology (SHENZHEN) Ltd., intends to apply to the bank for a line of credit and an extension of the loan limit.	5. All the directors present passed the resolution without objection.
	6. Proposal on 2024 ESG report.	6. All the directors present passed the resolution without objection.
	7. Amendment to ‘Internal Control System’.	7. All the directors present passed the resolution without objection.
	8. Proposal for the appointment of the corporate governance officer.	8. All the directors present passed the resolution without objection.
	9. Review of the directors’ and managers’ salary and compensation.	9. In this case, due to a conflict of interest, Chairman I-Wen Chung recused himself, and the meeting was chaired by Chin-Te Li, the independent director and chairperson of the Remuneration Committee. Excluding Chairman I-Wen Chung, the remaining attending directors agreed to approve the proposal.
2024.08.30 2024 The 8th Session	1. Election of the company's chairman.	1. Director Chin-Te Li recommended Director Guang Xiang-Wang to be the chairman of the board of directors. Director Guang-Xiang Wang was elected as the chairman with the approval of more than two-thirds of the directors present and all directors present.
	2. Election of the company's vice president.	2. Director Chin-Te Li recommended Director Ming- Xing Chen to be the vice president. Director Ming- Xing Chen was elected as the vice president with the attendance of more than two-thirds of the directors and the unanimous consent of all directors present.
2024.09.09 2024 The 9th Session	1. Fix the amendment of ‘Compensation and Remuneration Distribution Policy for Directors and independent director and Functional Committees’	1. After an explanation by the chairperson of the Remuneration Committee Chin-Te Li, the proposal was approved as presented by all attending directors.
	2. Proposal for the retirement benefits for the former chairman and CEO.	2. After an explanation by the chairperson of the Remuneration Committee Chin-Te Li, the proposal was approved as presented by all attending directors.

Board of Directors Date/Term	Important proceeding	Results and implementation of resolution
	3. Re-evaluate the distribution plan for managerial personnel in the fiscal year 2023 of the company.	3. After an explanation by the chairperson of the Remuneration Committee Chin-Te Li, the proposal was approved as presented by all attending directors.
	4. Appointment of the new members of the Sustainability Committee.	4. All the directors present passed the resolution without objection.
	5. Review of the vice presidents' salary and compensation.	5. In this case, due to a personal conflict of interest with the matter, vice president Ming-Xing Chen voluntarily recused himself. The remaining directors present passed the resolution without objection.
	6. Review of company's Senior Special Assistant.	6. All the directors present passed the resolution without objection.
	7. Amendment of the Company's Level of Authority.	7. After Director Chin-Te Li suggested textual revisions and recommendation, the proposal was approved as presented with the consensus of all attending directors.
2024.11.11 2024 The 10th Session	1. Proposal on the consolidated financial statements of the Company and its subsidiaries for 2024 Q3.	1. All the directors present passed the resolution without objection.
	2. Reappoint the directors of important subsidiaries.	2. In this case, due to a personal conflict of interest with the matter, vice president Ming-Xing Chen voluntarily recused himself. The remaining directors present passed the resolution without objection.
	3. Proposal to cancel the restructuring of the investment structure of its subsidiary, Elitegroup Computer Systems Korea Co., Ltd.	3. All the directors present passed the resolution without objection.
	4. Proposed to release the director and the independent director from non-competition trestrictions.	4. For this proposal, Chairman Wkang-Hsiang Wang, Vice Chairman Ming-Hsing Chen, and Independent Director Yu-Chou Chiao recused themselves due to conflicts of interest. The meeting was chaired by Independent Director Chin-Te Li. With the exception of the recused members, all other attending directors approved the proposal as presented.
	5. Formulate and amendment to company-related rules and regulations.	5. All the directors present passed the resolution without objection.
	6. Appointment of a new manager.	6. All the directors present passed the resolution without objection.
	7. The case of Company Change Audit Supervisor.	7. All the directors present passed the resolution without objection.
	8. Amendment to 'Internal Control System'.	8. All the directors present passed the resolution without objection.
	9. Amendment of the Company's Level of Authority.	9. All the directors present passed the resolution without objection.
2024.12.20 2024 The 11th Session	1.The Company's 2025 business plan。	1.A ll the directors present passed the resolution without objection.
	2.The Company plans to change its certifying CPA starting from Q1 2025 in accordance with the internal rotation mechanism of KPMG Taiwan	2.After an explanation by Audit Committee Chair and Independent Director Yu-Chou Chiao, all attending directors approved the proposal as presented.
	3.Appointment and independence assessment of the certifying CPA for the Company's 2025 financial reports	3.After an explanation by Audit Committee Chair and Independent Director Yu-Chou Chiao, all attending directors approved the proposal as presented.
	4.Remuneration of the certifying CPA for the 2025 financial reports of the Company and its subsidiaries。	4.After an explanation by Audit Committee Chair and Independent Director Yu-Chou Chiao, all attending directors approved the proposal as presented.
	5.Pre-approval list of non-assurance services to be provided by the certifying CPA firm in 2025	5.After an explanation by Audit Committee Chair and Independent Director Yu-Chou Chiao, all attending directors approved the proposal as presented.

Board of Directors Date/Term	Important proceeding	Results and implementation of resolution
	6.The Company's 2025 audit plan filing form	6. All the directors present passed the resolution without objection.
	7.Proposed revision of the Company's "Approval Authority Table"	7. All the directors present passed the resolution without objection.
	8.Reassignment of directors of key subsidiaries	8. All the directors present passed the resolution without objection.
	9.Proposed revision of the Company's Salary, Bonus, and Compensation Policy	9. After an explanation by the chairperson of the Remuneration Committee Chin-Te Li, the proposal was approved as presented by all attending directors.
	10.Distribution plan for the 2024 (113th year) year-end bonuses for managerial personnel	10. After an explanation by the chairperson of the Remuneration Committee Chin-Te Li, the proposal was approved as presented by all attending directors.
2024.2.21 2025 The 1st Session	1.Proposal for personnel changes of the Company's Corporate Governance Officer, Chief Financial Officer, Chief Accounting Officer, Spokesperson, and Deputy Spokesperson	1.After an explanation by the chairperson of the Remuneration Committee Chin-Te Li, the proposal was approved as presented by all attending directors.
	2.Proposal for the Company's 2024 Financial Statements and Business Report	2. All the directors present passed the resolution without objection.
	3.Proposal for the 2024 Earnings Distribution Plan	3. After an explanation by Audit Committee Chair and Independent Director Yu-Chou Chiao, all attending directors approved the proposal as presented.
	4.Proposal for Distribution of Second-Half 2024 Earnings in Cash	4. All the directors present passed the resolution without objection.
	5.Proposal for the 2024 Employee and Director Compensation Distribution Plan	5. All the directors present passed the resolution without objection.
	6.Reassignment of Directors of Key Subsidiaries	6. All the directors present passed the resolution without objection.
	7.Capital Expenditure Proposal for the Purchase of New Production Equipment by the Company's Investee, Elite Technology (Thailand) Co., Ltd. ("Elite Thailand")	7.With Vice Chairman Ming-Hsing Chen recusing himself due to a conflict of interest, and following an explanation by Audit Committee Chair and Independent Director Yu-Chou Chiao, the attending directors approved the proposal as presented.
	8.Proposal to Discontinue Capital Injection into Jingxiang Technology (Cayman) Co., Ltd. and Terminate Investment in Thai Sub-subsidiary Elite Circuit Technology (Thailand) Co., Ltd.	8.With Vice Chairman Ming-Hsing Chen recusing himself due to a conflict of interest, and following an explanation by Audit Committee Chair and Independent Director Yu-Chou Chiao, the attending directors approved the proposal as presented.
	9.Proposal for a Simplified Merger with Jingqiang Technology Co., Ltd. in accordance with the Business Mergers and Acquisitions Act	9.After an explanation by Audit Committee Chair and Independent Director Yu-Chou Chiao, all attending directors approved the proposal as presented.
	10.Proposal for Reduction of Right-of-Use Asset for Real Estate Acquired from Related Parties	10.As this proposal involved a conflict of interest, Tatung Corporation's representatives—Chairman Wkang-Hsiang Wang, Vice Chairman Ming-Hsing Chen, and Director Kuan-Ling Lai—voluntarily recused themselves from the meeting and did not participate in the discussion or voting. Chairman Wang designated Independent Director Yu-Chou Chiao to serve as the chair for this agenda item. After an explanation by Independent Director Yu-Chou Chiao and the designation of Independent Director Chin-Te Li to execute the relevant documents on behalf of the Company, the attending directors approved the proposal as presented.
	11.Proposal for Renewal of the Company's 2025 Credit Line and Financial Instruments Limits with Financial Institutions	11.All the directors present passed the resolution without objection.

Board of Directors Date/Term	Important proceeding	Results and implementation of resolution
	12.Proposal for the Company's Subsidiary, Xingying Digital Technology (Shenzhen) Co., Ltd., to Apply for New and Extended Bank Loan Facilities	12.All the directors present passed the resolution without objection.
	13.Addition to the 2025 Pre-approved List of Non-Assurance Services Provided by the Certifying CPA Firm	13.After an explanation by Audit Committee Chair and Independent Director Yu-Chou Chiao, all attending directors approved the proposal as presented.
	14.Proposal for Amendment of the Company's Internal Control System	14.After an explanation by Audit Committee Chair and Independent Director Yu-Chou Chiao, all attending directors approved the proposal as presented.
	15.Proposal to Issue the Company's Internal Control System Statement	15.After an explanation by Audit Committee Chair and Independent Director Yu-Chou Chiao, all attending directors approved the proposal as presented.
	16.Proposal for the Company's 2025 Sustainability Roadmap and Promotion Plan案	16. All the directors present passed the resolution without objection.
	17.Proposal for Amendment of the Company's Articles of Incorporation	17.After an explanation by Audit Committee Chair and Independent Director Yu-Chou Chiao, and a revision to the provisions based on the suggestion of Independent Director Chin-Te Li, all attending directors approved the proposal as amended.
	18.Proposal for Adjustment of the Number of Director and Independent Director Seats	18. All the directors present passed the resolution without objection.
	19.Proposal for By-election of Directors (including Independent Directors) and Nomination of Director (including Independent Director) Candidates	19.TheIndependent Director Chin-Te Li recusing themselves due to conflicts of interest, the remaining attending directors approved the proposal as presented.
	20.Proposal to Release the Company's Current Directors and Director (including Independent Director) Candidates from Non-Compete Restrictions	20.With Directors Lai Kuan-Ling and Independent Director Lee Chin-Te recusing themselves due to conflicts of interest, the remaining attending directors approved the proposal as presented.
	21.Proposal to Set the Date, Time, Location, and Other Relevant Matters for the 2025 Annual General Shareholders' Meeting	21. All the directors present passed the resolution without objection.
	22.Proposal to Accept Shareholder Proposals and Director Nominations from Shareholders Holding 1% or More of Issued Shares	22. All the directors present passed the resolution without objection.
	23.Proposal for Revision of the Company's Performance Bonus System Policy	23.After an explanation by Compensation Committee Chair and Independent Director Chin-Te Li, and a textual revision made in accordance with the resolution of the Compensation Committee meeting, all attending directors approved the proposal as presented.

Implementation of important resolutions of the 2024 1st special meeting of shareholders (2024/01/11):

Number	Meeting resolutions	Implementation status.
1	Comprehensive re-election of directors. (proposed by the Board of Directors)	1. List of Elected Directors: Representatives of Tatung Company: I-Wen Chung, Ming-Cheng Wang, Kuan-Ling Lai Independent Directors: Chin-Te Li, Ming-Hsing Chen, Yu-Chou Chiao, Wen-Hsiung Chan 2. The appointment of the new independent director has been approved and recorded by the Business Department of the Ministry of Economic Affairs in its letter No. 11330013540 dated Feb. 05, 2024
2	Lifting of non-compete restrictions for the newly appointed director (proposed by the Board of Directors).	The favorable votes representing 93.14% of the total voting rights present at the shareholders' meeting, the original proposal is passed as presented.

Execution of key resolutions from the 2024 Annual General Meeting (Held on May 30, 2024):

Number	Meeting resolutions	Implementation status.
1	Ratification of the Business Report and Audited Financial Statements of 2023.(Proposed by the Board of Directors)	The favorable votes representing 93.92% of the total voting rights present at the shareholders' meeting, the original proposal is passed as presented.
2	Ratification of the Earnings Distribution for 2023 (Proposed by the Board of Directors)	The favorable votes representing 95.00% of the total voting rights present at the shareholders' meeting, the original proposal is passed as presented.
3	Proposal to amend the Company's "Rules of Procedure for Shareholders' Meetings " (Proposed by the Board of Directors)	The favorable votes representing 94.43% of the total voting rights present at the shareholders' meeting, the original proposal is passed as presented.
4	Proposal to release the Directors and the Independent Director from non-competition restrictions (Proposed by the Board of Directors)	The favorable votes representing 94.42% of the total voting rights present at the shareholders' meeting, the original proposal is passed as presented.

X Major contents of any dissenting opinions on record or stated in a written statement made by Directors regarding key resolutions of the Directors' Meeting in the most recent year and up to the publication date of the annual report: none.

III Information on CPA Professional Fees

(I) Amount paid as audit fees and non-audit fees to certified public accountants, their affiliated firms and affiliated enterprises, and and the content of non-audit services :

Unit: NT$1,000

Name of CPA Firm	Name of CPA	Audit Period	Audit Fees	Non-audit Fees	Total	Remark
KPMG	Kuo-Yang Tseng Chun-Kuang Chen	2024	5,330	1,470	6,800	

Non-audit fee services: Non-audit fee includes NT$800,000 for tax compliance auditsign, NT$500,000 for English financial report translation fee, NT$150,000 for reviewing various documents and NT$20,000 for Assistance with iXBRL conversion.

(II) In the case of changing an accounting firm and the audit fees paid in the year of the change are less than those in the year preceding the change, the decreased amount of audit fees shall be disclosed: none.

(III) Where the audit fee reduces by more than 10% compared with the previous year, the amount, proportion, and reasons for the reduction shall be disclosed: none.

IV. Information on Replacement of CPAs:

(I) Former CPAs:

<table>
<tr><td>Date of Replacement</td><td colspan="3">Approved by the Board of Directors on February 22, 2023</td></tr>
<tr><td>Replacement Reasons and Explanations</td><td colspan="3">Cooperate with the major shareholder Tatung Co., Ltd. for its request.</td></tr>
<tr><td rowspan="3">Termination by the Company or the CPAs</td><td>Party
Condition</td><td>CPA</td><td>Client</td></tr>
<tr><td>Termination by the Company</td><td></td><td>V</td></tr>
<tr><td>Termination by the CPAs</td><td></td><td></td></tr>
<tr><td>Opinions (Other than Unmodified Opinions) in the Past 2 Years and Reasons</td><td colspan="3">None</td></tr>
<tr><td rowspan="6">Deviation form the Issuer</td><td rowspan="4">Yes</td><td>-</td><td>Accounting principles or practices</td></tr>
<tr><td>-</td><td>Disclosure of financial statements</td></tr>
<tr><td>-</td><td>Audit scope or steps</td></tr>
<tr><td>-</td><td>Other</td></tr>
<tr><td>None</td><td colspan="2">V</td></tr>
<tr><td>Description</td><td colspan="2"></td></tr>
<tr><td>Additional Disclosures (under Subparagraphs 1-4 to 1-7, Paragraph 6, Article 10 of the Guidelines)</td><td colspan="3">None</td></tr>
</table>

(II) Successive CPAs:

Name of CPA Firm	KPMG
Name of CPA	Kuo-Yang Tseng and Chun-Kuang Chen
Date of Appointment	Approved by the Board of Directors on February 22, 2023
Inquiries into Accounting Treatments or Principles for Specific Transactions and Possible Opinions on Financial Statements before Appointment	None
Succeeding CPA's written opinion of disagreement toward the former CPA	None

(III) Former CPAs' Reply to Disclosures under Items 1 and 2-3, Subparagraph 6, Article 10 of the Guidelines: N/A.

V. Where the Company's Chairman, President, or any Managerial Officer in charge of finance or accounting matters who has, in the most recent year, held a position at the accounting firm of its CPA or at an affiliated enterprise, the name, title, and the period of his/her employment with the accounting firm of its CPA or the affiliated enterprise shall be disclosed: none.

VI. Any Transfer of Equity Interests and/or Pledge of or Change in Equity Interests (during the Most Recent Fiscal Year and during the Current Fiscal Year Up to the Date of Publication of the Annual Report) by a Director, Managerial Officer, or Shareholder with a Stake of More than 10%

(I) Change in Equity Interests by Directors, Managerial Officers, and Major Shareholders

Unit: Share

Title	Name	2024		As of Mar. 31, 2025		Remark
		Change in Number of Shares Held	Change in Number of Shares Pledged	Change in Number of Shares Held	Change in Number of Shares Pledged	
Corporate Director Major Shareholder	Tatung Co., Ltd.		49,250,000	0	0	t
Chairman	Tatung Co., Ltd. Representative: Wkang-Hsiang Wang	0	0	0	0	2024/8/28 Legal person reassignmen
Director	Tatung Co., Ltd. Representative: Ming-Hsing Chen	0	0	0	0	2024/8/28 Legal person reassignmen
Director	Tatung Co., Ltd. Representative: Kuan-Ling Lai	0	0	0	0	2024/1/11 Newly elected due to re-election
Independent Director	Chin-Te Li	0	0	0	0	2024/1/11 Newly elected due to re-election
Independent Director	Yu-Chou Chiao	0	0	0	0	2024/1/11 Newly elected due to re-election
Independent Director	Wen-Hsiung Chan	0	0	0	0	2023/5/30 Newly elected due to by-election
President	Chia-Sheng Chen	0	0	0	0	2024/1/12 New appointment
Senior Vice President	Qi Cai	0	0	0	0	2024/5/9 New appointment
Vice President	Chih-Wei Chang	0	0	0	0	
Vice President	Mu-Hui Chiang	0	0	0	0	
Vice President	Huan-Yen Liu	0	0	0	0	
Vice President	Yu-Pin Weng	0	0	0	0	
Vice President	Hsiu-Chen Huang	0	0	0	0	
Vice President	Chao-Cheng Chang	0	0	0	0	2024/11/1 New appointment
Vice President	Kuo-Chang Chen	NA	NA	0	0	2025/1/2 New appointment
Assistant Vice President Corporate Governance Officer Financial officer, Accounting officer and spokesperson	Huei-Lan Tu	NA	NA	0	0	2025/1/17 New appointment
Associate Vice President Audit Supervisor	CHI-JEN SHIAU	NA	NA	0	0	2024/9/23 New appointment
chairman and CEO	Tatung Co., Ltd. Representative: I-Wen Chung	0	0	NA	NA	2024/8/8 Resigned
Vice chairman and president	Tatung Co., Ltd. Representative: Chin-Lai Wang	0	0	NA	NA	2023/5/29 Resigned as director 2024/1/11 Resigned as president
Director	Tatung Co., Ltd. Representative: Hung-Hsin Lin	0	0	NA	NA	2024/1/11 Retired due to re-election
Director	Tatung Co., Ltd. Representative: Ming-Cheng Wang	0	0	NA	NA	2024/1/11 Newly elected due to re-election 2024/8/30 Legal person reassignment and dismissal

Title	Name	2024		As of Mar. 31, 2025		Remark
		Change in Number of Shares Held	Change in Number of Shares Pledged	Change in Number of Shares Held	Change in Number of Shares Pledged	
Independent Director	Maw-In Tsai	0	0	NA	NA	2024/1/11 Retired due to re-election
Independent Director	Yin-Shen Chin	0	0	NA	NA	2024/1/11 Retired due to re-election
Independent Director	Ming-Hsing Chen	0	0	NA	NA	2024/1/11 Newly elected due to re-election 2024/8/29 Resigned
Vice President	Yen-Chang Lee	0	0	NA	NA	2024/1/15 Resigned
Senior Vice President	Cheng-Hui Chao	0	0	0	0	2024/2/22 New appointment 2025/2/21 Resigned
Senior Vice President	Shih-Ping Cheng	0	0	NA	NA	2024/3/27 Resigned
Vice President Corporate Governance Officer	I-Fen Kao	0	0	NA	NA	2024/4/3 Resigned
Corporate Governance Office	Yi-Hsuan Chen	0	0	NA	NA	2024/4/18 New appointment 2024/8/8 Position adjustment
Vice President	Li-Ta Yu	0	0	NA	NA	2024/5/9 New appointment 2024/10/30 Resigned
Vice President	Ping-Ying Tsai	0	0	NA	NA	2024/6/27 Resigned
Vice President	Hsiu-Chen Huang	0	0	NA	NA	2024/8/9 Resigned
Senior Vice President	Tien-Sung Lu	0	0	NA	NA	2024/8/9 Resigned
Vice President	Hong Jen Ling-Hu	0	0	NA	NA	2024/8/16 Resigned
Vice President	Yung-Kang Hsü	0	0	NA	NA	2024/8/17 Resigned
Senior Special Assistant	Shu-Fang Yu	0	0	0	0	2024/9/9 New appointment 2025/2/21 Resigned
Vice President	Jung-Chen Tsao	0	0	NA	NA	2024/9/30 Resigned
Associate Vice President Audit Supervisor	Chin-Chao Chang	(16,000)	0	NA	NA	2024/10/3 Resigned
Vice President	Yang Huang	0	0	NA	NA	2024/11/4 Resigned
Vice President	Hsi-Chuan Chang	NA	NA	0	0	2025/1/2New appointment 2025/2/5 Resigned
Vice President Chief Financial Officer Chief Accountant Officer Corporate Governance Officer	Yi-Ching Chung	0	0	0	0	2024/8/8 Corporate Governance Officer 2025/1/17 Resigned
Vice President	Po-Shun Chen	0	0	0	0	2025/1/17 Resigned

Note 1:If the relative person of equity transfer or equity pledge is a related person, the following table should be filled in.

(II) Equity transfer information: none
(III) Equity pledge information: none

VII. Relationship Information, if Among the Company's 10 Largest Shareholders Any One is A Related Party or A Relative within the Second Degree of Kinship of Another:

Mar. 31, 2025 Unit: shares

Name	Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Among ten largest shareholders, name and relationship with anyone who is a related party or a relative within the second degree of kinship (Note 3)		Remark
	Number of Shares	Shareholding ratio %	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Name	Relationship	
Tatung Co., Ltd. Representative: Kuang-Hsiang Wang	271,214,904	48.65%	0	0	0	0	None	None	-
Polunin Emerging Markets Small Cap Fund, LLC	6,067,000	1.08%	0	0	0	0	None	None	-
Ming-Shou Shen	3,910,000	0.70%	0	0	0	0	None	None	-
Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds	2,932,479	0.52%	0	0	0	0	None	None	-
VANGUARD EMERGING MARKETS STOCK INDEX FUND, A SERIES OF VANGUARD INTERNATIONAL EQUITY INDEX FUNDS	2,809,000	0.50%	0	0	0	0	None	None	-
Acadian Emerging Markets Small Cap Equity Fund LLC	2,737,000	0.49%	0	0	0	0	None	None	-
Barclays Capital Securities Limited--Barclays Capital Securities Limited SBL/PB	2,672,000	0.47%	0	0	0	0	None	None	-
J.P.Morgan Securities plc	2,564,016	0.45%	0	0	0	0	None	None	-
Fu-Chi Wang	2,228,000	0.39%	0	0	0	0	None	None	-
Dun-Guo Lin	1,675,333	0.30%	0	0	0	0	None	None	-

VIII. Total Number of Shares and Total Equity Stake Held in Any Single Enterprise by the Company, Its Directors, Managerial Officers, and Any Companies Controlled Directly or Indirectly by the Company

Comprehensive Shareholding Ratio

March 31, 2025 Unit: shares, %

Investee business (Note 1)	Ownership by the Company		Investments by directors, managers and directly or indirectly controlled enterprises		Total Ownership	
	Number of Shares	Percentage of Ownership	Number of Shares	Percentage of Ownership	Number of Shares	Percentage of Ownership
Elitegroup Computer Systems (HK) Co., Limited	16,560,000	100.00	0	0	16,560,000	100.00
Elitegroup Computer Systems (Japan) Co., Ltd.	1,136	100.00	0	0	1,136	100.00
Elitegroup Computer System (Holding) Co., Ltd.	14,132,270	100.00	0	0	14,132,270	100.00
ECS Holding (America) Co.	3,362	100.00	0	0	3,362	100.00
Elitegroup Computer Systems Korea Co., Ltd.	469,000	100.00	0	0	469,000	100.00
Unitop International Corp.	600	100.00	0	0	600	100.00
Unity Investments Limited	1,905,000	100.00	0	0	1,905,000	100.00
ECS Holding (HK) Co., Limited	71,327,000	100.00	0	0	71,327,000	100.00
Elitegroup Technology (Thailand) Co., Ltd.	4,399,998	99.99	2	0.01	4,400,000	100.00
ECS Industrial Computer Co., Ltd.	17,063,247	100.00	0	0	17,063,247	100.00
Elite Technology (Cayman) Co., Ltd.	6,700,001	100.00	0	0	6,700,001	100.00

Note 1: Investments made by the Company using the equity method.

Chapter 3. Capital Overview

I. Capital and Shares

(I) Source of Capital

March 31, 2025 Unit: NT$

Year and month	Par Value	Authorized Capital		Paid-in Capital		Remark		
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital	Capital Increase by Assets Other than Cash	Other
1996.10	10	170,000,000	1,700,000,000	153,090,000	1,530,900,000	Recapitalization of retained earnings NT$72,900,000	None	9/7/1996 (1996) T.C.Z. (I) No. 54978
2001.05	10	260,000,000	2,600,000,000	224,653,643	2,246,536,430	Recapitalization of retained earnings NT$562,546,430 Capital surplus NT$153,090,000	None	4/27/2001 (2001) T.C.Z. (I) No. 121983
2001.12	10	310,000,000	3,100,000,000	280,426,622	2,804,266,220	Capital increase of NT$557,729,790 by merger with ALPHA-TOP Co., Ltd.	None	11/20/2001 (2001) T.C.Z. (I) No. 169053
2002.07	10	600,000,000	6,000,000,000	431,467,178	4,314,671,780	Recapitalization of retained earnings NT$1,510,405,560	None	6/17/2002 (2002) T.C.Z.Y.Z. No. 0910132642
2003.07	10	720,000,000	7,200,000,000	574,032,132	5,740,321,320	Recapitalization of retained earnings NT$1,425,649,540	None	7/2/2003 T.C.Z.Y.Z. No. 0920129318
2004.03	10	890,000,000	8,900,000,000	694,032,132	6,940,321,320	Increase capital by private placement of NT$1,200,000,000	None	
2004.08	10	1,000,000,000	10,000,000,000	732,669,072	7,326,690,720	Recapitalization of retained earnings NT$136,517,830 Capital surplus NT$249,851,570	None	7/6/2004 Z.Q.Y.Z. No. 0930129832
2006.02	10	1,250,000,000	12,500,000,000	1,046,670,172	10,466,701,720	Receive the capital increase from Tatung NT$3,140,011,000	None	12/15/2005 J.G.Z.Y.Z. No. 0940156292
2006.10	10	1,500,000,000	15,000,000,000	1,070,258,583	10,702,585,830	Recapitalization of retained earnings NT$235,884,110	None	7/19/2006 J.G.Z.Y.Z. No. 0950131362
2007.01	10	1,500,000,000	15,000,000,000	1,255,189,083	12,551,890,830	Capital increase of NT$1,849,305,000 by merger with UNIWILL COMPUTER CORP.	None	12/4/2006 J.G.Z.Y.Z. No. 0950155101
2008.10	10	1,750,000,000	17,500,000,000	1,279,482,691	12,794,826,910	Recapitalization of retained earnings NT$194,580,070 Capital surplus NT$48,356,010	None	8/6/2008 J.G.Z.Y.Z. No. 0970039649
2009.12	10	1,750,000,000	17,500,000,000	1,233,193,691	12,331,936,910	Capital decrease of NT$462,890,000 by cancellation of treasury shares	None	1/20/2010 T.Z.S.Z. No. 09900020691
2011.9	10	1,750,000,000	17,500,000,000	1,183,193,691	11,831,936,910	Capital decrease of NT$500,000,000	None	9/15/2011 T.Z.S.Y.Z. No. 1000030411

Year and month	Par Value	Authorized Capital		Paid-in Capital		Remark		
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital	Capital Increase by Assets Other than Cash	Other
2013.9	10	1,750,000,000	17,500,000,000	733,580,089	7,335,800,890	Capital decrease of NT$4,496,136,020	None	9/3/2013 J.G.Z.F.Z. No. 1020034998
2014.8	10	1,750,000,000	17,500,000,000	553,852,968	5,538,529,680	Capital decrease of NT$1,797,271,210	None	7/15/2014 J.G.Z.F.Z. No. 1030025775
2014.10	10	1,750,000,000	17,500,000,000	556,922,968	5,569,229,680	Employee exercising stock options of NT$30,700,000	None	
2015.4	10	1,750,000,000	17,500,000,000	557,402,968	5,574,029,680	Employee exercising stock options of NT$4,800,000	None	

Share Type	Authorized Capital			Remark
	Issued Shares	Unissued Shares	Total	
Common stock	557,402,968	1,192,597,032	1,750,000,000	—

(II) List of Major Shareholders

Shareholding / Name of Major Shareholders	Shares Held	Shareholding Ratio (%)
Tatung Co., Ltd.	271,214,904	48.65%
Polunin Emerging Markets Small Cap Fund, LLC	6,067,000	1.08%
Ming-Shou Shen	3,910,000	0.70%
Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds	2,932,479	0.52%
VANGUARD EMERGING MARKETS STOCK INDEX FUND, A SERIES OF VANGUARD INTERNATIONAL EQUITY INDEX FUNDS	2,809,000	0.50%
Acadian Emerging Markets Small Cap Equity Fund LLC	2,737,000	0.49%
Barclays Capital Securities Limited--Barclays Capital Securities Limited SBL/PB	2,672,000	0.47%
J.P.Morgan Securities plc	2,564,016	0.45%
Fu-Chi Wang	2,228,000	0.39%
Dun-Guo Lin	1,675,333	0.30%

(III) Dividend Policy and Its Implementation

1. Dividend policy

   The Company's dividend policy is in line with current and future development plans, and takes into consideration investment environment, capital requirements, domestic and overseas competition, and shareholders' interest. Not less than 50% of earnings available for distribution may be distributed as dividends and bonuses per year. However, there shall be no distribution if the earnings available for distribution is less than 10% of paid-up capital. Dividends and bonuses may be distributed in the form of cash or stock, where cash dividends shall not be less than 20% of the total dividends.

2. Distribution of dividends proposed in the shareholders' meeting:

   Pursuant to Article 240, Paragraph 5 of the Company Act and Article 19-1 of our company's articles of incorporation, it was resolved by the board of directors on February 21, 2025 to distribute a cash dividend of NT$117,314,390 for the fiscal year 2024. The dividend will be NT$0.2104660 per share of common stock, rounded down to the nearest whole number for fractional amounts less than NT$1. The fractional amount will be treated as an adjustment to the company's other income. The Chairman is authorized by the Board of Directors to determine the record date of ex-dividend, the payment date and other relevant matters. In the event the distribution amount per share is affected by the number of outstanding shares changes, the Chairman is also authorized to adjust accordingly.

(IV) Effect on the Operating Performance and Earnings per Share of Distribution of Stock Dividends Proposed or Adopted in the Most Recent Shareholders' Meeting: N/A.

(V) Remuneration of Employees and Directors

1. Percentage or range of the remuneration of employees and directors as set forth in the Articles of Incorporation

   If the Company has any profit in the year (the so-called profit refers to the pre-tax profit before the deduction of the remuneration paid to employees and the remuneration paid to directors), no less than 10% shall be set aside for employees' remuneration and no more than 1% for the directors' remuneration. If the Company has accumulated losses (including adjustments on unappropriated profits), it shall retain a portion of profits to offset the losses first.

The above compensation to employees may be made in the form of stock or cash. Parties eligible may include employees in the controlling or affiliated companies who met conditions set forth by the Board. The above remuneration to Directors shall be made in the form of cash.

2. The basis for estimating the amount of employee and director remunerations, for calculating the number of shares to be distributed as employee remuneration, and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure, for the current period:
   (1) The Company evaluates the remunerations of its employees and directors in accordance with the provisions of the articles of association.
   (2) No share distribution was made for employee remuneration during the year.
3. Distribution of remuneration approved by the Board of Directors
   (1) If there is any difference between the amount of employee remuneration and the amount of directors' remuneration paid in cash or stock and the annual estimated amount of recognized expenses, the amount of the difference, the reasons for the difference, and the disposal method shall be disclosed:
   The distribution of employee and director compensation for the 2024 fiscal year was approved by the Board of Directors on February 21, 2025. As the Company recorded a pre-tax net loss for the year, no employee or director compensation will be distributed for the period.
   (2) The amount of any employee remuneration distributed in stocks, and the size of that amount as a percentage of the sum of the after-tax net income stated in the parent company only financial statements or individual financial statements for the current period and the total employee remuneration: N/A.
4. Actual distribution of the remunerations for employees and directors in 2023:

Unit: NT$

Item	Actual distribution passed by the shareholders' meeting	Proposed distribution passed by the Board of Directors	Difference	Reasons for variance and its handling method
Share remuneration for employees	0	0	0	No deviation
Cash remuneration for employees	135,394,740	72,782,572	62,612,168	Distributed in phases, with the second distribution expected to be issued in April 2025.
Director Remuneration	0	0	0	On February 22, 2024, the board of directors resolved that, considering the future development of the company, it was decided not to distribute director's remuneration.

The Audit Committee of the Company was established on Jun. 25, 2018, when there was no supervisor.

(VI) Buyback of Treasury Stock: None

II. Corporate Bonds: None

III. Preferred Shares: None

IV. Global Depository Receipts: None

V. Employee Stock Options: None

VI. New Restricted Employee Shares: None

VII. Issuance of New Shares in Connection with Mergers or Acquisitions or with Acquisitions of Shares of Other Companies:

(I) Acquisition or acceptance of new shares issued by other companies in 2024 and as of the publication date of the annual report: none.

(II) Acquisition or acceptance of new shares issued by other companies already adopted by the Board of Directors in 2024 and as of the publication date of the annual report: none.

VIII. Implementation of Capital Utilization Plan:

(I) Plan content:

For the period as of the quarter preceding the date of publication of the Annual Report, with respect to each uncompleted public issue or private placement of securities, and to such issues and placements that were completed in the most recent 3 years but have not yet fully yielded the planned benefits: None.

(II) Implementation: N/A

Chapter 4. Operational Highlights

I. Business Activities

(I) Scope of business

1. Business Activities

CC01060	Wired Communication Mechanical Equipment Manufacturing
CC01070	Wireless Communication Mechanical Equipment Manufacturing
CC01080	Electronics Components Manufacturing
CC01101	Restrained Telecom Radio Frequency Equipment and Materials Manufacturing
CC01110	Computer and Peripheral Equipment Manufacturing
CC01990	Other Electrical Engineering and Electronic Machinery Equipment Manufacturing
CE01010	General Instrument Manufacturing
E701030	Controlled Telecommunications Radio-Frequency Devices Installation Engineering
EZ05010	Instrument and Meters Installation Engineering
F113030	Wholesale of Precision Instruments
F113050	Wholesale of Computers and Clerical Machinery Equipment
F113070	Wholesale of Telecommunication Apparatus
F118010	Wholesale of Computer Software
F119010	Wholesale of Electronic Materials
F213030	Retail Sale of Computers and Clerical Machinery Equipment
F213060	Retail Sale of Telecommunication Apparatus
F218010	Retail Sale of Computer Software
F219010	Retail Sale of Electronic Materials
F401010	International Trade
F401021	Restrained Telecom Radio Frequency Equipment and Materials Import
F601010	Intellectual Property Rights
I301010	Information Software Services
I501010	Product Designing
I599990	Other Designing
ZZ99999	All business items that are not prohibited or restricted by law, except those that are subject to special approval

ECS's subsidiaries also engage in similar business.

2. Major products and ratios

ECS is a professional designer and manufacturer of computer products. ECS's product sales and weightings by major products in 2024 are as follows:

(1) Computers and peripheral products99.2%

(2) Others 0.8%

3. New products to be developed

<u>Printed Circuit Board:</u>

The future growth momentum of the PCB product market lies primarily in servers, storage, automotive, aerospace, and networking infrastructure. Therefore, ECS is actively developing related products to meet customer demand.

Motherboards:

In response to Intel's updated 7nm process 14th Gen Raptor Lake Refresh processors, ECS is launching its 800 series (Z890) motherboards in the first quarter of 2025. These boards are designed to fully unleash the performance of the 2nd generation Intel® Core™ Ultra processors and are ready for the next generation of AI-powered PCs. They are also compatible with the 700 series and select 600 series chipsets, featuring upgrades such as DDR5 memory and PCIe 5.0 support. Additionally, wireless connectivity has been upgraded to support Wi-Fi 7, significantly enhancing gaming and 4K streaming experiences. The 800 series motherboards will greatly increase DDR5 memory adoption, aligning with market trends and aiming to grow alongside Intel to meet the evolving demands of the PC market.

On the AMD side, ECS will continue supporting existing AM4 500 series motherboards while gradually rolling out support for AMD's Zen 4 Phoenix Point processors in the first quarter of 2025, followed by Zen 5 Krackan Point processors in the second quarter. These new processors, featuring advanced process technologies, offer lower power consumption and support PCIe 5.0 bandwidth. When paired with AMD's PCIe 5.0 graphics cards, they deliver enhanced gaming performance.

Mini Computers:

In the mid- to entry-level product segment, ECS is keeping pace with Intel's rollout of the Raptor Lake U (Refresh) Mobile SoC, targeting the multi-core market. The Small Form Factor (SFF) segment continues to grow steadily within the overall PC market, with major brands launching various types of Mini PCs to meet the needs of diverse consumer groups. The current mainstream market is trending in two directions: large-screen, high-performance desktop PCs designed for gaming and featuring striking lighting effects, and ultra-compact Mini PCs — a segment ECS is deeply invested in.

ECS's LIVA Mini PC systems have garnered strong market attention for their compact size, user-friendly design, low power consumption, silent operation, and minimal footprint. With an advanced product concept, distinctive design, sleek appearance, and vast market potential, ECS's Mini PCs are attracting interest from industry players entering this sector.

In 2025, ECS is expanding its Mini PC platform offerings by introducing AMD processor solutions. Starting in the first quarter, ECS will successively launch the Z4, Z6 Plus, Z8 Plus, and Z10 Plus series, bringing AMD's low-power, high-performance features into the fold. These models will also feature consumer electronics-inspired aesthetic designs, offering more diverse options to customers.

ECS will continue to focus on the Mini PC market in 2025, investing more in R&D to develop competitive, high-performance products across multiple platforms. This includes solutions tailored for immersive media streaming, fanless system designs, stable edge computing applications, and ultra-compact x86 and ARM-based devices. These efforts aim to broaden Mini PC applications and expand market opportunities to drive revenue growth.

Looking ahead, as performance of key components improves, power consumption decreases, and thermal management becomes more efficient, Mini PC development is expected to become more mature. These products will likely see wider adoption in commercial environments and spur expansion into industrial computing applications, achieving upstream-downstream product integration and creating additional value. This will support continued growth and stable profitability.

Notebooks:

The laptop market in 2025 is expected to experience significant growth driven by multiple forces. First, advancements in performance and smart features are pushing laptops to new levels, with AI PCs gradually expanding from the entry-level segment into the commercial market, delivering a more powerful and efficient user experience. AI processors play a crucial role in this transformation, accelerating the industry's overall upgrade and evolution. For example, the penetration rate of PCs equipped with AI acceleration chips is projected to surge from 9% in 2022 to 60% by 2027. This shift not only enhances computing speed and efficiency but also improves user experience and opens up new possibilities for real-time applications, such as voice commands and image recognition.

Secondly, the global PC market has shown signs of recovery in 2024. According to statistics from TrendForce, global notebook (NB) shipments reached 174 million units in 2024, representing a year-on-year growth of 3.9%, signaling an end to the downturn of the past two years. Looking ahead to 2025, the market is expected to further strengthen its growth momentum, with notebook shipments projected to increase by 4.9% year-on-year to 183 million units. This recovery trend is driven by multiple growth factors.

One of the key drivers is the wave of device replacements. The estimated warranty period for each PC is around two to three years, with a typical replacement cycle of four to five years. Many notebooks purchased in large quantities during the COVID-19 pandemic will enter their replacement period in 2025. Additionally, Microsoft has announced it will end support for Windows 10 in October 2025, which is expected to prompt enterprise users to upgrade their devices in advance, further fueling demand for replacements.

Furthermore, the rise of AI PCs is set to inject new momentum into the industry. With the integration of NPUs, AI PCs can shift AI computing from the cloud to the device itself. This not only accelerates real-time application processing but also enhances privacy protection. The penetration rate of AI-enabled PCs is expected to increase significantly, becoming a major driver of market growth.

Additionally, notebook hardware specifications are steadily improving. For example, Microsoft recommends that AI PCs have computing power exceeding 40 TOPS, at least 16GB of memory, and 512GB of storage. Components such as webcams, cooling systems, and WiFi 7 are also expected to see higher demand compared to previous generations. These hardware upgrades not only enhance notebook performance but also deliver a better user experience.

In summary, the notebook market in 2025 will be driven by multiple growth engines, particularly the rise of AI PCs and improvements in hardware specifications, which will inject fresh vitality into the market. However, challenges remain, and companies must stay agile in responding to policy changes and market demands in order to stand out in an increasingly competitive landscape.

Elitegroup Computer Systems (ECS) will respond to the 2025 notebook market with a strategy focused on product diversification, clear product segmentation, and the development of high-end business notebooks to meet market demand.

First, Elitegroup Computer Systems (ECS) plans to launch a diverse range of AI laptops powered by various processor platforms, including products featuring Qualcomm, Intel, and AMD processors, to meet the wide-ranging needs of users from entry-level to high-end segments. We have divided our notebook product line into three tiers: low-end, mid-range, and high-end:

● Low-end products: Focused on high cost-performance value, ideal for users with limited budgets who still require reliable performance.

● Mid-range products: Designed to balance performance and price, offering a more efficient experience for both work and entertainment.

● High-end products: Targeted at professional and business users, featuring top-tier performance and innovative functions to meet the demands of intensive workloads and creative tasks.

In addition, ECS will introduce premium business laptops that utilize high-grade metal materials and weigh less than one kilogram, emphasizing ultra-lightweight and portable designs. These products combine exceptional design, powerful processing capabilities, and high-level security, tailored specifically for enterprise users and professionals to enhance both product quality and durability.

In terms of AI technology integration, ECS continues to advance the deep integration of AI in laptops. Our products are equipped with built-in Neural Processing Units (NPUs), offering outstanding AI computing capabilities that support the latest AI applications such as voice assistants, image recognition, and real-time translation. These features significantly boost user productivity and overall experience.

ECS's notebook market strategy for 2025 centers on product diversification, clear segmentation, and premium positioning, combined with the deep application of AI technologies and global market expansion. We are committed to standing out in the highly competitive market by delivering higher-quality products and services to our customers.

Internet of Things (IoT):

The development of the Internet of Things (IoT) in 2025 is expected to show a trend of diversification. Our company has invested in the development and manufacturing of smart EV chargers. In addition to OEM products, we have already completed mass production of various models, including North American standard AC 40A/80A single-phase chargers and European standard 32A single-phase and three-phase AC chargers.

Beyond continuously improving production capacity and revenue, we are also committed to developing new proprietary products under our own brand for North American and European Level 2 AC chargers. At the same time, we are allocating more R&D resources to independently develop new products that meet Level 3 specifications for DC fast chargers.

■ **Short-term plans**

product	Description
Printed Circuit Board:	ECS PCB's core focus builds upon PC foundations, committing to a strategy termed "Three Highs, One Cloud, and One New." This strategy emphasizes high-frequency, high-speed multilayer boards, and high-end display acceleration cards. ECS PCB aims to develop cloud-related applications such as servers, networking, and low-earth orbit satellites, while also expanding into applications related to new energy vehicles and automotive electronics.
Motherboards/ Mini PCs:	ECS continues to optimize its product portfolio with the goal of more accurately targeting the application needs and technical depth of project-based clients in various industries. This includes enhancing the ability to meet customized specifications and increasing stickiness in industrial applications. At the same time, more resources are being invested in the development of motherboard products based on platforms beyond Intel, in order to meet the demands of industrial applications while also boosting revenue, profit, and product mix balance.

	This year, ECS is once again launching new products in alignment with Intel and AMD's roadmaps. On the Intel side, we are introducing motherboards that support the 15th-generation Core processors (Arrow Lake). For AMD, in response to demand for AM5 processors such as Raphael and Phoenix, we are developing the AM5 600 series. By actively adopting the performance advancements brought by next-generation processors and the revamped AM5 socket design, combined with the powerful capabilities of DDR5 memory, users can truly experience the performance benefits of a system upgrade. Looking ahead, in addition to continuing to design industrial PCs, ECS remains attentive to shifts in market trends. We are committed to listening closely to market needs and will not only focus on reducing costs and offering more competitive prices for distributors and consumers, but will also gradually introduce original designs and practical features to enhance our offerings.
Notebook computer:	ECS will focus on the development of mainstream products, aiming to launch a new generation of laptops that feature both high performance and low power consumption. First, we will adopt the latest Intel processor platforms, which offer the advantages of energy efficiency and powerful computing performance for laptops. In addition, these products will be equipped with ultra-light, high-capacity batteries to ensure users can enjoy long hours of usage without worrying about running out of power. The laptops will also feature a sleek and stylish metal chassis, making them lightweight and highly portable—perfectly suited for modern lifestyles. These design elements not only enhance the overall quality of the product but also significantly improve the user experience. Equipped with the latest generation of Intel and AMD processors, our laptops will deliver smooth and powerful performance while maintaining low power consumption, meeting users' demands for high-performance computing. For the consumer laptop market, ECS will introduce a full range of products across low-end, mid-range, and high-end segments. Low-end models will focus on offering excellent value for money, appealing to users with budget constraints who still require reliable performance. Mid-range products will emphasize a balance between performance and price, providing a more efficient experience for both work and entertainment. High-end models will target professional and business users, delivering top-tier performance and innovative features to meet the demands of intensive workloads and creative tasks.
IoT:	ECS's own brand of self-designed electric vehicle charging stations has gradually borne fruit. In addition to the entry-level Mercury charging station, which offers competitive specifications and pricing to meet the mainstream market's consumer demands, there is also the mid-to-high-end Venus charging station. The Venus model is equipped with a built-in physical meter and card reader module, compatible with various payment systems and certifications worldwide, meeting the diverse charging requirements of the commercial market.

■ **Long-term plans**

product	Description
Printed Circuit Board:	Actively developing future key growth drivers, ECS PCB continues to invest in research and development, production, and customer service, aiming to provide customers with the highest quality products and services.
Motherboards/Mini PCs/AIO/BOX PC：	Under the strategy of ECS, which focuses on "controlling risks as the primary objective, increasing gross margin as the secondary goal, and boosting shipment volume as a supplementary measure," the company prioritizes investing more in key technologies and industry application specifications to integrate resources for its main customers and system integrators. This enables system operators to quickly integrate solutions for combined sales, highlighting the high cost-effectiveness and flexible application of Mini PC systems and motherboards. At the same time, ECS is closely developing agents in various commercial application fields, assisting them in their focused areas, and enabling motherboards and LIVA Mini PCs to simultaneously enter non-PC market opportunities. Additionally, ECS's AIO product line has transformed and expanded to adopt the Intel H610 series product line, while also adding the AMD PRO500/600 series, increasing AIO product sales and overall gross margin. During the 2025 Computex, ECS plans to launch its first Gaming Mini PC, targeting consumers with limited space and budgets, addressing the issue of consumers' difficulty in obtaining high-end graphics cards or their high cost. The Gaming Mini PC from ECS will offer a one-stop solution for consumers to quickly acquire mid-to-high-end gaming desktops. Overall, ECS is actively developing products across various platforms in all product lines, addressing consumer needs with a comprehensive product range to provide diverse choices for customers. Through medium- and long-term efforts, ECS aims to accumulate a strong reputation, establish solid cooperation with agents, increase purchasing willingness, and ultimately achieve the medium- and long-term goal of raising gross margins. This will form a virtuous cycle, significantly increasing shipment volumes and ultimately achieving the ultimate goal of "low-risk project initiation, high-margin sales, and mutual benefits through increased volume."
Notebook computer:	In the long-term plan, ECS will focus on the research and development of AI laptops, developing low, mid, and high-end AI laptops based on different customer profiles. These laptops will feature varying specifications tailored to the performance of NPUs, offering exceptional AI computing capabilities to support the latest AI applications such as voice assistants, image recognition, and real-time translation, enhancing user productivity and experience. The entry-level products will feature NPUs with basic AI computing capabilities, providing sufficient performance to support daily tasks and simple AI applications. The mid-range products will be equipped with more powerful NPUs, capable of handling more complex AI applications, such as high-precision image recognition and natural language processing. The high-end

	products will be designed for professional and business users, equipped with top-tier NPUs to handle advanced AI applications, such as real-time translation, high-precision data analysis, and complex image processing. Our products will focus on design and user experience, adopting a sleek metal design that offers both style and practicality, while being equipped with high-endurance batteries to ensure users can use the device for extended periods without worrying about battery life.
IoT:	In addition to the gradual mass production of the charging station product line, ECS IPC will continue to collaborate or strategically ally with upstream and downstream suppliers, covering scenarios related to production capacity, energy storage, charging, and power usage. This expansion aims to broaden the product portfolio, target more applications in both household and commercial markets, and capitalize on the significant business opportunities brought by green energy.

(II) Industry overview

1. Current status and development

<u>Printed Circuit Board-Motherboards:</u>

Prismark's 2028 system forecast will be revised upward to $3.21 trillion, with a compound annual average growth rate (CAAGR) of 5.7%.

Consumer market (3.8% annual growth) – Primarily driven by AI smartphones, leading to an increase in average selling prices (ASP).

Automotive market (3.8% annual growth) – Growth will slow down, impacted by a decrease in the development speed of xEVs (electric vehicles).

Infrastructure market (8.0% annual growth) – Growth driven by AI servers, but other sectors also perform strongly.

ELECTRONIC SYSTEMS MARKET FORECAST

	$Bn	2022	'23/'22	2023	'24F/'23	2024F	'25F/'24F	2025 F	2028F	CAAGR '23-'28*
Computers	*PC*	269	-16.0%	226	5.9%	239	3.9%	249	264	3.1%
	Server/Data Storage	210	-4.8%	200	41.5%	283	27.9%	362	465	18.4%
	Other Computer	151	-2.5%	147	-2.5%	143	3.1%	148	168	2.7%
Communication	*Mobile Phones*	392	-0.7%	390	6.4%	415	4.6%	434	515	5.7%
	Wired Infrastructure	150	7.3%	161	-3.1%	156	6.4%	166	202	4.6%
	Wireless Infrastructure	86	-5.8%	81	-10.1%	73	5.2%	77	92	2.5%
Consumer	*TV*	94	-7.9%	87	0.8%	87	-3.3%	84	81	-1.3%
	AudioVideo/Personal	142	0.6%	143	1.3%	145	3.6%	150	171	3.7%
	Other Consumer	101	-1.6%	99	-0.9%	98	3.4%	102	116	3.2%
Automotive		252	11.8%	282	-5.1%	268	3.5%	277	339	3.8%
Industrial		290	5.9%	307	-0.1%	306	5.2%	322	399	5.4%
Medical		131	5.1%	138	4.5%	144	5.2%	151	170	4.3%
Military/Aerospace		161	6.8%	172	8.1%	186	6.5%	198	230	6.0%
	Total	***$2,428***	0.1%	***$2,431***	4.6%	***$2,543***	6.9%	***$2,719***	***$3,212***	5.7%

Motherboards:

The hottest topic of 2024 is undoubtedly AI, which is why both Intel and AMD are preparing to launch processors with NPUs to enhance AI computing. As for motherboards, they continue to closely follow Intel and AMD's 2025 plans, actively developing AI-related motherboards to expand their use beyond home, commercial, and gaming PCs. Looking ahead to 2025, it is expected that shipments will see a significant rebound. Although the first quarter is traditionally a slow season for the PC industry, it is believed that after passing through the first quarter, consumer demand in China and Europe/US will have the potential to see a resurgence, and the demand for shipments in 2025 is expected to improve quarter by quarter.

Mini Computers:

As NPU performance continues to improve, Mini PCs will inevitably ride the wave of AI in 2025. With the advancement of artificial intelligence technology, the scope of AI applications has expanded from large data centers and cloud computing to personal daily life. Additionally, with the rise of Deep Seek and the widespread popularity of ChatGPT, Mini PCs, as multimedia AI personal assistants, present an exciting development opportunity. Once killer applications for personal Mini PCs, such as text-to-image, text-to-video, and edge terminal applications for small- and medium-sized language models, are launched, the high cost-performance and portable convenience of Mini PCs will drive a significant increase in sales, which is certainly something to look forward to.

Notebooks:

According to the latest TrendForce survey, the global laptop market in 2024 will be affected by high interest rates and geopolitical factors, slowing the pace of demand recovery. It is expected that the total shipments for the year will reach 174 million units, a 3.9% year-over-year growth. Looking ahead to 2025, as the U.S. presidential election concludes and political uncertainties decrease, along with the Federal Reserve's anticipated interest rate cuts in September 2024, which will help with liquidity, and the stimulus from the end of Windows 10 support and business upgrade demand, laptop shipments are expected to grow by 4.9% year-over-year, reaching 183 million units.

In 2024, the business laptop market is impacted by the global wave of layoffs and political and economic instability, resulting in conservative demand and slower-than-expected order releases. However, as negative factors dissipate and liquidity improves after interest rate cuts, the commercial market is expected to recover in 2025, with shipments forecasted to see more than 7% year-over-year growth.

In the consumer market, laptop brands in 2024 are actively promoting to stimulate demand, with entry-level models becoming the main drivers of sales, particularly in North America. In 2025, the consumer market will stabilize further, and brands plan to refocus on high-value and high-profit models. It is expected that the growth in consumer laptops will slow to 3%, but the product mix will be optimized.

In the Chromebook market, the overall performance in 2024 is expected to remain stable, driven by the North American education contracts and demand from emerging markets. In 2025, the contribution from Japan’s GIGA School 2.0 program is expected to drive growth momentum, with a projected growth rate of 8%, maintaining a high-growth trend.

In the coming years, laptops with AI capabilities will gradually become the market standard. It is expected that the penetration rate of AI laptops will reach 21.7% in 2025 and rise to nearly 80% by 2029. This year, AI laptops are expected to capture nearly 60% of the total laptop market share, with laptops priced above $1,000 incorporating on-device Gen AI capabilities. This capability will also spread to mid-range PCs in terms of hardware and support, driving the growth of laptop shipments this year.

As technology rapidly develops, the growth of AI laptops will also play a significant role in the increased penetration of ARM architecture. Compared to traditional x86 architecture, ARM architecture offers better energy efficiency and stronger scalability. With the growing demand for edge inference, energy-saving and power-efficient solutions will drive the market share of ARM-based laptops to increase year by year. The popularity of Windows on ARM systems will allow more consumers to experience these high-performance, low-power AI laptops.

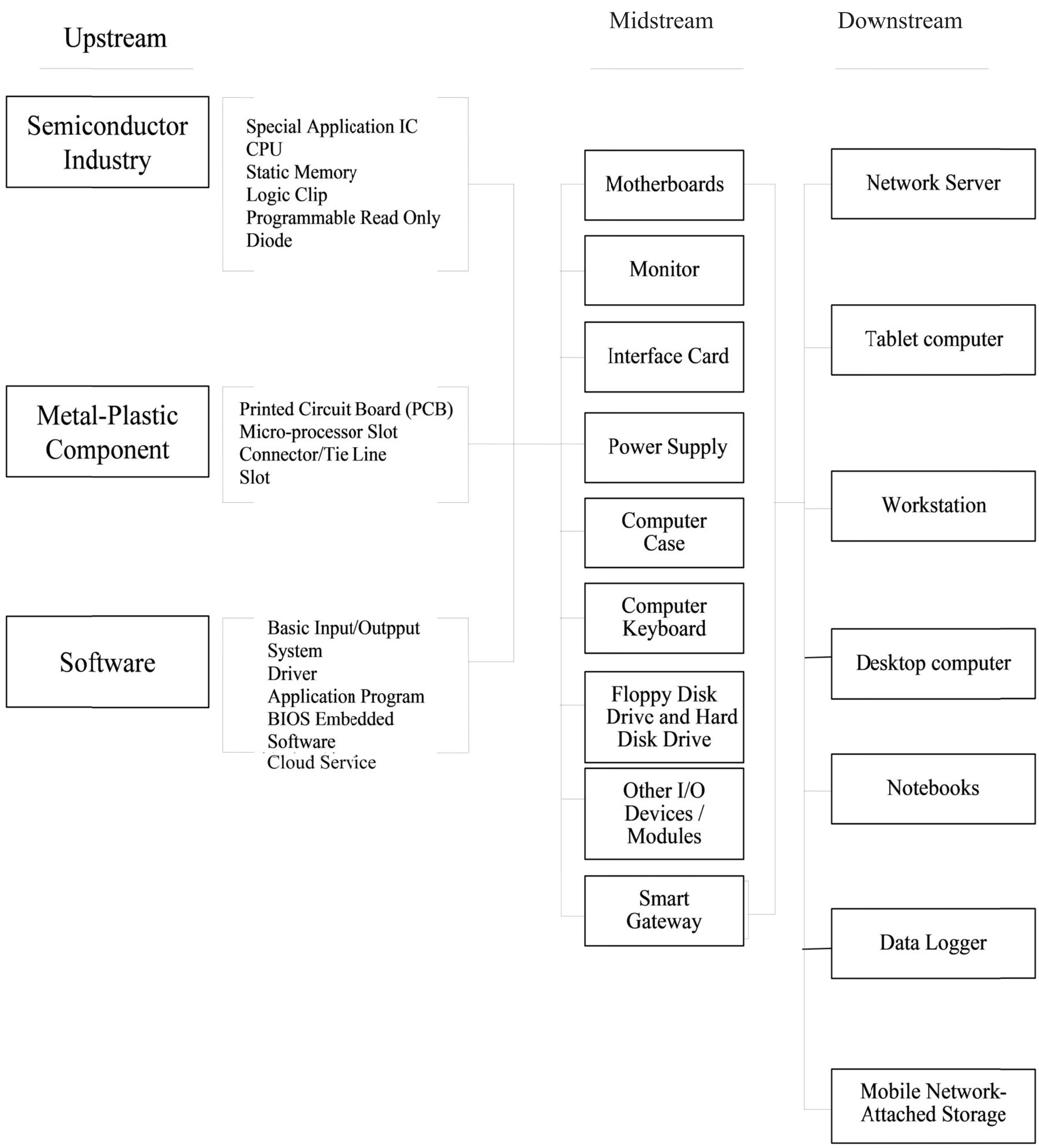
Currently, AI applications still rely on cloud computing, but breakthrough Edge AI is expected to become another key driver in the widespread adoption of AI laptops. Edge AI moves computing from the cloud to local devices, enabling laptops to process real-time applications like voice commands and image recognition more quickly and efficiently, enhancing the user experience. This localized processing also ensures user privacy and is suitable for handling sensitive data, further building consumer trust in AI laptops. As AI technology matures, Edge AI will create more possibilities for laptop productivity, such as smart office solutions and automated process management, to meet the needs of different users.

Internet of Things (IoT):

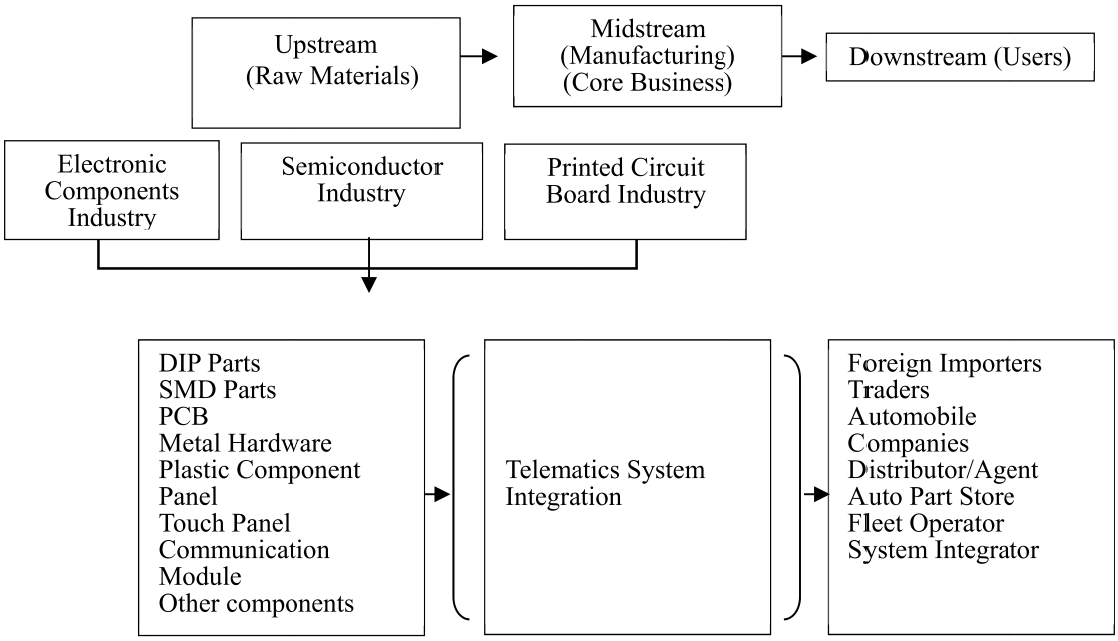
According to the International Energy Agency (IEA), it is estimated that the global stock of electric vehicles will reach 350 million by 2030, but there are only 150 million charging stations installed worldwide. Therefore, there is still a development space of more than 100 million charging stations in the global market. In terms of regional development, the governments of the United States and the European Union have announced their plans to ban the sale of fossil fuel-powered cars from 2035 and support the construction of charging infrastructure through policies. In terms of charging station market concentration, China, Europe, and the United States are the three major regions with a high concentration of 90%, as the sales of electric vehicles and the number of charging stations are positively correlated. In the future, charging station construction will focus on two main directions: first, continue to increase the number of charging stations, with the ideal goal of achieving a ratio of one charging station per car; second, comprehensively expand the construction of fast-charging stations. The entire electric vehicle charging station industry chain is composed of electric vehicle manufacturers, charging equipment providers, and operation service providers. Electric vehicle manufacturers need to meet customer charging needs to improve their product and service experience, and they can choose to build their own charging stations or form alliances to build them. Charging equipment providers offer various hardware charging specifications and software controls to provide solutions that meet customer requirements. Operation service providers provide charging station site operation and services to improve the overall user experience.

2. Industry relevance of upstream, midstream and downstream companies

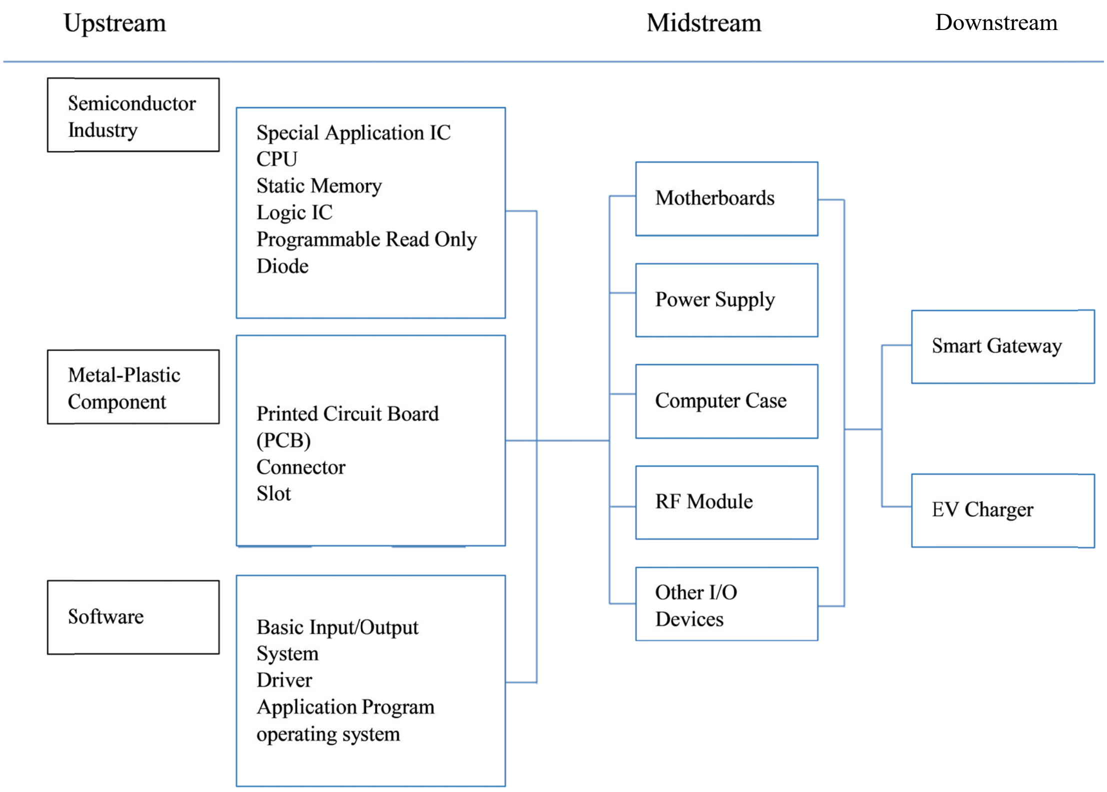
<u>Information industry supply chains</u>



Telematics System Integration



Smart EV Chargers



After years of development, the information industry's supply chain system consists of upstream, midstream and downstream companies has taken shape. Major suppliers in various fields have adopted the economies of scale approach and leave little room for small suppliers to survive. At the same time, the interdependence and strategic alliances among upstream, midstream and downstream companies have also become increasingly closer. In order to enhance competitive edges, certain companies have expanded their product ranges through vertical integration with a view to produce production components required for finished products themselves. This competition pattern which adopts vertical integration has undoubtedly increased the competitive threshold significantly and created difficult barriers for new comers or smaller players.

In the face of global competition, ECS aggressively integrates companies within the supply chain in order to obtain more competitive prices to lower production costs on key components, thereby enhances ECS overall competitive advantages.

In recent years, new competition and collaboration mechanisms are taking shape in Taiwan, which have positive effects on the overall industry integration. In addition to having unique supply sources of components, ECS product development is even more distinctive. Therefore, appropriate partnerships will be more conducive to our growth and competitiveness, creating a win-win relationship for mutually beneficial collaboration.

3. Product development trends and competitions

Printed Circuit Board:

The market momentum for AI servers and satellite communications is expected to continue into 2025. Additionally, manufacturers' new production capacities in Thailand will gradually come online, providing a positive boost to Taiwan's PCB industry. However, U.S. policy uncertainties will be the biggest market risk this year, including tariff policies and electric vehicle subsidies, which may impact the global electric vehicle market outlook. It is estimated that Taiwan's PCB industry will grow by 2.6% in Q1 2025, reaching NT$186.2 billion. For the full year of 2025, growth is expected to be 4.6%, with a production value of NT$854.1 billion.

Trends in Taiwan's PCB Major Product Market Share

Multilayer PCBs & HDI: Growth is driven by AI servers, automotive electronics, and satellite communications, with the share of multilayer PCBs and HDI steadily increasing.

Flexible PCBs: Mobile phones are the main application for Taiwan's flexible PCBs. However, due to the stagnant development of the mobile phone market in recent years and the lack of support from automotive flexible PCBs and AI applications, the growth momentum for flexible PCBs has weakened.

Carrier Boards: Due to unclear market demand, the carrier board market has slowed down in the past two years, but AI chip applications are expected to be the next growth driver.

Trends in Taiwan's PCB Major Application Market Share

Mobile Phones: Mobile phones (including only rigid and flexible PCBs for mobile phones) remain the primary application market for Taiwan's PCBs, with semiconductor applications rising to second place, while the share of computers gradually declines to third.

Automotive: With the development of electric vehicles and autonomous driving systems, the demand for related electronic products has increased, and the share of automotive applications has notably risen compared to previous years.

Servers and Satellite Communications: While their share is still relatively small, both markets have grown rapidly in the past two years, becoming new growth drivers. In 2024, the server PCB market is expected to reach a value of approximately NT$50.9 billion, a 49% year-over-year growth; the satellite PCB market is expected to reach a value of approximately NT$19.3 billion, a 83% year-over-year growth.

AI PC
In 2025, both the AI PC and overall PC markets are expected to show remarkable development trends, becoming key focuses in the tech industry. According to analysis from the Market Intelligence & Consulting Institute (MIC), the penetration rate of AI PCs is expected to rise rapidly from 1.3% in 2024 to 15% in 2025, driven by innovations in processor technology (such as processors with NPU capabilities reaching 40 TOPS) and the launch of products in various price ranges by system brand manufacturers, creating a market structure with both high-end and low-priced models coexisting. Additionally, the wave of device upgrades triggered by the end of support for Windows 10 will further accelerate the adoption of AI PCs in the commercial market. Moreover, the introduction of AI technology is driving digital transformation and promoting semiconductor innovations such as heterogeneous integration and advanced packaging technologies, meeting the demand for high performance and miniaturization. The overall PC market growth is becoming increasingly diverse and dynamic. According to a report from IDC, global PC shipments in 2024 are expected to reach 262.7 million units, a 1% year-over-year growth, with shipments in the fourth quarter growing by 1.8%. While the market outlook for 2025 is challenged by economic uncertainties, tariff policy changes, and other factors, the hardware upgrade demand triggered by the end of support for Windows 10 is expected to provide positive momentum for the market.

AIoT
Electric vehicle manufacturers are striving to enhance their product service experience by meeting customers' charging needs. Currently, there are two charging service models available on the market:

1.Procuring charging pile equipment and constructing charging stations independently to serve their own product customers.

2.Entrusting local charging operators to assist in the construction of charging piles and improving overall service quality through a soft and hard integration model.

Charging equipment providers offer charging pile equipment and related components based on their expertise in software and hardware integration, which can be commissioned for manufacturing by electric vehicle manufacturers or directly supplied to charging service operators, forming a comprehensive solution. In the larger context, the charging specifications for electric vehicles are not yet fully standardized. Therefore, equipment suppliers need to provide fast and slow charging options as well as European, American, and Japanese charging specifications according to local conditions. Additionally, products need to comply with unique standards and certifications from certain car manufacturers.

In addition to independently procuring equipment to build charging stations, operators may also be commissioned by electric vehicle manufacturers, public authorities, or various commercial parking facilities. The service model is not limited to meeting charging needs but is also evolving to include more innovative charging service business models. Moreover, under the policy direction of decentralization in the United States to establish a domestic supply chain, Taiwan has relative advantages in entering the field of charging piles and other electric power and energy applications.

Notebooks
AI will fundamentally transform the laptop industry, with AI-driven features becoming more prevalent. According to TrendForce data, the penetration rate of AI laptops (AI NB) is expected to reach 20.4% by 2025. AI capabilities will enhance various aspects of laptops, including predictive maintenance, personalized user

experiences, and advanced security features. For example, AI-driven personal assistants and real-time language translation may become standard features.

The collaboration between MediaTek and NVIDIA to develop Arm-based chips is expected to have a significant impact. These chips, expected to be released in the second quarter of 2025, will support AI functions and feature advanced connectivity options such as Wi-Fi 7 and 5G. Arm-based processors are known for their energy efficiency and performance, making them ideal for mobile computing.

Battery life has always been a key factor for laptop users. In 2025, breakthroughs in battery technology are expected, including quantum leap batteries that offer longer life and faster charging times. Solar-powered laptops and self-charging technology are also on the horizon, which may reduce reliance on power outlets and enhance portability.

The rise of flexible and foldable LCD screens will introduce new form factors to the laptop market. These LCD screens will allow for innovative designs, such as foldable laptops and rollable screens, offering users more flexible and portable devices.

With the rollout of 5G networks, laptops equipped with 5G capabilities will become more common, enabling faster speeds, lower latency, and better connectivity, making it easier for users to work remotely and access cloud-based applications. Additionally, the adoption of Wi-Fi 7 will further enhance wireless performance, providing more stable and faster connections.

As network threats continue to evolve, the demand for laptops with robust security features will increase. AI-driven security solutions, biometric authentication, and hardware-based encryption are expected to become standard features in high-end laptops. These features will help protect sensitive data and ensure secure access to enterprise networks.

The integration of VR and AR technologies will create new possibilities for gaming, education, and professional applications. Laptops equipped with powerful GPUs and high-resolution LCD screens will support immersive VR/AR experiences, allowing users to interact with digital content in more engaging ways.

Sustainable and eco-friendly design will remain a key focus for laptops in 2025. Manufacturers are adopting environmentally friendly materials and energy-efficient components to reduce their environmental impact, including using recycled materials, energy-saving processors, and sustainable packaging, all while working toward achieving net-zero carbon emissions by 2030.

In summary, the laptop market in 2025 will be characterized by significant technological advancements. As these technologies become more mainstream, consumers can expect more powerful, multifunctional, and sustainable laptops to meet a wide range of needs and preferences.

(III) Technology and R&D

1. R&D expenses during the most recent fiscal year up to February 2025:

The R&D expenses amounted to approximately NT$ 1,044,641 thousand in 2024, and were about NT$129,053 thousand up to February 2025.

2. Technology or products successfully developed

<u>Printed Circuit Board:</u>

- Development and certification approval of 16L server samples for customers
- Development and certification approval of 10L SSD small card samples for customers

- Ongoing development of 6L low-orbit satellite motherboards
- Continuation of development and certification of 14L server models
- Development of 12L workstation samples
- Development of a full range of 6L/8L/12L/14L 40 series VGA products for customers
- Testing and validation of various mid-loss, low-loss, very low-loss, and ultra-low-loss materials
- Development of high-density 26L lamination technology
- Enhancement of impedance control capability from 10% to 8%
- Evaluation and verification of low-loss ink capabilities
- Ongoing development of low-corrosion browning solutions

Motherboards and systems:

- Products supporting Intel 3nm(+) and AMD 3nm(+) processor technologies.
- Equipped with USB 3.2 Gen 2x2 Type-C (20Gbps) and USB4 (40Gbps) high-speed data transfer.
- Ongoing development of new Small Form Factor barebone systems, designed for versatile applications in business, education, home, and entertainment.
- Continued research and development of high-end and gaming motherboards to produce high cost-performance products, creating win-win opportunities with distributors.
- Embedded and digital signage motherboards and Mini PCs built to quasi-industrial specifications.
- Research and development of the world's smallest ARM-based Mini PC.
- Expansion of Mini PC product lines featuring AMD Zen 5 (3nm+) cores.

Notebooks:

- The new 14-inch ultra-lightweight AI business laptop breaks the 1-kilogram barrier with an exceptionally thin and light design. Constructed with a magnesium-aluminum alloy, it offers both portability and durability. Powered by Intel Core Ultra U/H series processors and featuring a high-resolution display, the laptop boasts 1080P Full HD resolution and 100% sRGB color gamut, delivering sharp image quality and accurate color reproduction. The built-in battery provides over 12 hours of battery life. It includes a variety of connectivity options such as multiple USB ports, an HDMI port, and high-speed wireless networking, making it easy to connect to external devices and networks. The 180° lay-flat hinge design is ideal for collaborative meetings, enabling effortless screen sharing—making it a perfect choice for modern business professionals.
- Two business laptops, designed specifically for professionals with high-performance needs, are available in 14-inch and 15.3-inch models. Both are equipped with the Snapdragon X Plus platform and powered by the 8-core Qualcomm Oryon CPU, delivering up to 61% better CPU performance compared to similar products, while reducing power consumption by 179%. This showcases outstanding performance and energy efficiency. Offering over 12 hours of battery life and a slim, lightweight design, these laptops enhance portability. Whether in the office, at a café, or on a plane, they ensure sustained productivity—perfectly meeting the modern business professional's dual demands for power and mobility.

- The 11.6-inch Chromebook is equipped with Intel®'s next-generation low-power Twin Lake N-series processor. Designed to be lightweight and compliant with MIL-STD-810H military standards, it is ideal for extended learning sessions. Its fanless design ensures quiet operation and prevents dust buildup, while the keyboard and touchpad feature spill-resistant protection up to IP52, offering comprehensive durability. Additionally, the device includes a high-precision active stylus with 4,096 levels of pressure sensitivity, delivering accurate touch response and palm rejection for a realistic pen-on-paper writing experience. A dual-camera configuration option further enhances the device's versatility, empowering students to explore their creativity during both learning and content creation.

IoT:

Since entering the smart EV charger OEM production business in 2018, ECS has successfully achieved mass production and shipment of AC 40A/80A smart EV chargers. In addition, the company has launched its own brand of entry-level AC 32A smart chargers under the "Mercury" series, available in both European and Taiwanese standards, which have gradually yielded positive results. In Q4 2024, ECS will also introduce mid- to high-end AC 32A smart chargers under the "Venus" series, also available in both European and Taiwanese standards, with mass production expected to commence.

By the end of this year, ECS is projected to complete its full product lineup of AC smart chargers, covering both residential and commercial applications. All models will comply with OCA association's OCPP 1.6/2.0 protocol requirements for online management platforms. Moreover, ECS emphasizes its strong customization capabilities—from exterior design and mechanical structure to internal platform architecture and user interface—ensuring that it can meet the diverse needs of its clients. This flexibility stands as a key competitive advantage for ECS.

(IV) Long- and Short-Term Business Plans

1. **Short-term plans (product development)**

Printed Circuit Board:

- Increase the proportion and application of high-end products, while enhancing the production technology and capacity of next-generation products.
- Flexibly adjust the product portfolio ratio in response to the market trend of product diversification.
- Develop high-reliability processes to meet the demands of high-frequency and high-speed product development trends.
- High-end server / Switch router / Base station / Small cell PCB
- Automotive boards and consumer products
- Low-earth orbit satellite communication PCB

Motherboards:

- Ongoing market uncertainties persist due to factors such as the ripple effects of Trump-era tariff wars prompting retaliatory measures from various countries, continued relocation of manufacturing bases from China, the protracted Russia-Ukraine conflict, and persistent inflation—all contributing to regional economic instability. In response, efforts are being made not only to expand product line breadth across distribution channels, but also to enhance integration of external resources and the supply chain, tighten cost control, and carefully manage order intake, inventory risk, and adjustments.

- In response to new-generation processors introduced by Intel and AMD, a series of new products are being launched in the first half of the year. As DDR5 memory becomes more mainstream, driven by new platforms and standards, demand for DDR5 motherboards is also increasing, further boosting motherboard shipments.
- Collaborating with project-based clients in industrial applications, the company addresses specific industry requirements through cost control and technical development. This strategy enhances product application know-how, raises barriers to entry, and strengthens both competitiveness and R&D capabilities.

Mini systems:

- Building on the strengths of the LIVA brand product line, the entire lineup is being refreshed with next-generation Intel platforms, while also expanding to include AMD AM5-based products. The portfolio is further enhanced with system configurations featuring AI GPU computing capabilities. Several Mini PCs are equipped with versatile expansion interfaces to meet diverse needs across different user segments. The Small Form Factor (SFF) series has been upgraded to support DDR5 memory and Intel's new-generation processors, integrated with business-oriented 800 series chipsets—aggressively targeting both personal and commercial mini system markets to unlock new opportunities across various industry applications.
- To meet the increasingly diverse specification demands of the market, ECS is set to launch more derivative models and application-specific variants of the highly responsive LIVA series. These new models are scheduled to roll out progressively by mid-2025, aiming to capture more business opportunities and reach a broader base of potential customers.

Notebooks:

ECS's short-term product development will focus on strengthening its business laptop portfolio and rapidly expanding its consumer laptop lineup. The aim is to meet enterprise customer demands by enhancing the high-performance business laptop product line, while quickly broadening the consumer market offering to capture greater market share and consumer attention. By leveraging the advantages of the South China supply chain and its in-house motherboard core technology, ECS achieves competitiveness in pricing, speed, and flexibility—further enriching both the depth and breadth of its products. ECS's Chromebooks combine the advantages of laptops and tablets, designed with fast boot-up, user-friendly operation, and secure computing in mind. Powered by Chrome OS and integrated with Google services, Chromebooks are expected to remain popular in the education market. ECS will continue to expand its Chromebook lineup to strengthen its market competitiveness.

IoT:

ECS proprietary brand of independently designed AC chargers will gradually come to fruition this year. The entry-level Mercury charger is aimed at capturing the household market across Europe and Taiwan. Additionally, the mid to high-end Venus charger is equipped with a physical meter and card reader module, meeting both the latest European regulations and the needs of the commercial market. In addition to the AC charger product line expected to enter mass production this year, ECS will continue its commitment to net-zero carbon emissions and ESG principles by integrating electric vehicle charging with green energy and forming a charging ecosystem. ECS plans to expand this intelligent charging solution to overseas markets in the future.

Short-term plan marketing plans:

- Incorporating "sustainable development" as part of the product value proposition and truly implementing it into the product design concept, effectively conveying the sustainability-focused product positioning to customers, enhancing brand image, and creating business opportunities.
- Deepen relationships with existing customers while continuously expanding business with international major companies. In addition to developing OEM/ODM customers, also collaborate with system integrators (SI) to build a complete customer portfolio.
- Strengthen the professional design and manufacturing image to enhance international visibility.
- Partner with content and application software providers to not only add hardware functionalities but also innovate user scenarios.
- Continuously strive for improvements in quality and, combined with established global sales and service channels, provide comprehensive services to ensure customers receive full technical support and services, enhancing brand value and meeting the customers' diverse needs.
- Consider overall industry needs and trends to offer a complete product line and integrated systems that solve customers' single solution needs, increase product added value, enhance brand value, and open up blue ocean markets with economic potential.
- Differentiate products or services by shaping their uniqueness, creating favorable differences with competitors, and gaining competitive advantages. Using special products, uniqueness, and other differentiation methods to create new product value, thereby increasing customer satisfaction.
- Shorten the time to market for new products through internal and external collaborative research and development design, improving product quality and reducing development costs as a competitive advantage.
- Participate in leading global exhibitions to engage with potential customers, expand international market opportunities, and gain a deeper understanding of competitors' products and industry trends, enhancing the company's international image.
- Use the official website and social media platforms to release product information and content that enhances the company's image. Package product features or promotional information around current events and topics to attract potential customers to browse the official website and corporate information.
- Integrate business unit products into the company's overall smart city IoT application scenarios to elevate customer collaboration levels and scope, working with local system integrators to provide various government solution scenarios (such as smart classrooms).
- Participate in online or offline product launches organized by strategic partners (e.g., Intel, AMD, Qualcomm, and Microsoft) to expand the product's application range and explore opportunities in commercial and telecommunications markets.

- ■ Promote the brand and products through participation in exhibitions, new product launch events, online and offline seminars, and managing social media and official websites, increasing visibility in target markets.

2. Long-term plans (product development)

Printed Circuit Board:

■Continuously develop high-barrier automotive boards to become a professional manufacturer in the automotive board sector.

■Continue to develop various niche markets such as thick copper boards, high-frequency boards, and high-current boards to maintain higher profit margins.

■Develop various HDI boards to meet the future mass demand for smaller, lighter, and more compact electronic products.

■Continue to deepen automation and intelligence in production to enhance product quality and production flexibility for long-term products.

■With innovative product designs, emphasize product differentiation, shorten the development process, and leverage competitive cost advantages to rapidly expand market share.

■Actively develop vertical markets to build a complete customer portfolio.

Motherboards:

In addition to the development cooperation in the gaming sector, continue to promote the industrial computer layout, strengthen the R&D capabilities of industrial computers, and gradually expand the product line with the goal of entering the industrial computer market. Regarding commercial demand, continuously provide specification motherboards for enterprise and project needs. ECS will leverage its years of accumulated R&D and manufacturing experience to assist customers with various customized products and penetrate the project market.

Mini systems:

Since the launch of the "LIVA" mini-computer, ECS's sales, market share, and profitability have continued to grow year by year. Its stylish design and high-quality appearance have become popular worldwide, and its rich multimedia specifications have received high praise from the market. In addition to considering the needs of the personal consumer market, modular design is also applied to make the mini-computer products more expandable, and the product line has been extended to various applications such as business, AIOT, Digital Signage, Edge Computing, etc. Moreover, ECS is planning to launch new mini-computer products with higher overall specifications and performance to meet the needs of different levels of users.

Notebooks:

In its long-term laptop product development plan, ECS will focus on AI-related applications to ensure its products can adapt to future technological trends and meet the needs of a wide range of users. With the continuous advancement of artificial intelligence technology, ECS is dedicated to integrating AI applications into its laptop products, providing users with a smarter and more efficient experience. ECS laptops will be equipped with powerful NPUs (Neural Processing Units), enabling fast AI computations and processing, enhancing overall performance and response speed. Whether for business applications or entertainment needs, users will enjoy a smoother experience. Whether it’s an AI-assisted teaching laptop or a business laptop with strong AI capabilities, ECS remains focused on AI-related applications. As AI technology continues to evolve, ECS will continuously improve the intelligence of its products, creating greater value for users.

Internet of Things (IoT):

ECS will focus on providing solutions and services related to charging products in the electric vehicle market in the IoT field. In addition to offering smart charging solutions for both AC and DC electric vehicles, ECS will also expand its product portfolio by forming industry alliances to encompass scenarios involving production capacity, energy storage, charging, and electricity usage. By integrating with smart energy management platforms, ECS aims to provide comprehensive solutions for smart home and commercial applications, targeting customers across various segments of the charging market ecosystem.

Long-term product marketing strategies:

- Employ comprehensive information network to support Build to Order (BTO) production model. Fully satisfy customers' demand for customization and immediacy through complete integration of the global supply chain.
- Adopt innovative product designs and emphasize product differentiation. Rapidly expand market share by shortening the development process and possessing competitive cost advantage.
- Actively identify local strategic partners in line with regional characteristics. Construct comprehensive marketing channels and sound after-sales services with the advantage of localization, thereby increase market share.
- Actively develop vertical market and built a complete customer portfolio.
- Create value for our customers and strengthen product competitiveness through business model and product innovations, thereby enhance profitability.
- Vertically integrated partners in the IoT value chain and actively developed new application markets with partners.
- Offers flexible modularized product designs to provide IoT customers with products for different market applications quickly.
- Actively participate in international exhibitions to enhance corporate image and aggressively expand business.
- Utilizing the advantage of product diversification to increase product breadth, developing niche market customers, and striving for orders to expand market share.
- Continuously strengthen the brand image, positioning ECS as an innovative, efficient, and reliable laptop brand, highlighting ECS's leadership in AI applications, the education market, and the business market, and communicating its technological advantages and product value.
- Strengthen international market presence by participating in major international exhibitions, partner launch events, and industry forums to enhance global visibility. Expand overseas sales channels by collaborating with local distributors and retailers to increase global product coverage.
- Adopt an omnichannel marketing strategy, integrating online and offline marketing resources to increase brand exposure and consumer engagement. Promote the brand across social media, e-commerce platforms, the official website, and physical stores.
- Continue investing in AI-related application R&D, launching laptop products with innovative technologies and features to meet diverse market demands. Regularly conduct market research to understand consumer needs and industry trends, and adjust product development directions accordingly.

- Provide excellent after-sales service and technical support to enhance customer satisfaction and brand loyalty.
- Convey brand value and product advantages through high-quality content marketing, including digital platforms, white papers, case studies, and videos.
- Focus on corporate social responsibility by participating in social welfare activities to enhance brand image and social impact. Promote green technologies and sustainable development, demonstrating the company's commitment to environmental protection and social responsibility.
-

II. Analysis of the Market as well as Production and Marketing Situation

(I) Market analysis

1. Sales areas of main products (services)

The main sales destinations of the major products in the last two years are as follows:

Unit: NT$1,000

Years / Region	2023 (Consolidated)		2024 (Consolidated)	
	Amount	%	Amount	%
America	5,377,836	27%	2,377,443	13%
Asia	11,055,525	56%	12,214,958	70%
Europe	2,954,933	15%	2,593,914	15%
Other	353,451	2%	309,390	2%
Total	19,741,745	100%	17,495,705	100%

2. Market shares

ECS's major products are PC motherboards, notebooks, desktop computers and interface cards. The Company formulates different products and marketing strategies in response to differences in market demands, customer characteristics and competitions. For motherboards, desktop and notebook PCs, ECS main customers are ODM/OEM system manufacturers, major system assembly plants and distributors in various regions/countries. Interface cards are mostly graphics cards and customers are motherboard assembly plants.

In 2024, our market shares of motherboard, laptops and desktop computers were 3.21%, 0.05% and 1.02%, respectively. (Source of the global shipment volume: MIC, March 2025)

3. Future market supply and demand as well as prospect

Market supply and demand for Printed Circuit Board

In 2025, the market is expected to recover and grow by 4.6%, primarily driven by AI applications, including servers, high-performance computing (HPC), data center networks, high-speed circuit boards, advanced packaging, and low Dk materials.

The recovery of the smartphone market and increased demand in the military and aerospace sectors also contribute to market growth.

Investment and capacity expansion in PCBs and substrates in Southeast Asia (SEA)—including Thailand, Malaysia, and Vietnam—are accelerating, signaling a critical transformation period for the electronics industry.

Market supply and demand for motherboards

Intel has launched its 15th-generation Core i processors, Arrow Lake, built on a 3nm process. These processors focus on increasing core count and performance while reducing power consumption, helping consumers gain access to more competitive products. According to official Intel data, the Arrow Lake architecture delivers up to a 30% performance improvement compared to its predecessor. ECS will continue to expand its motherboard business and actively enter niche markets, seeking vertical applications and further deepening its presence in the motherboard sector.

Market supply and demand for Mini PCs

With the advancement of technology and changes in the business work style, computers not only have more powerful functions but also become smaller in size. Traditional desktop computers are no longer mainstream, and lightweight, low-power, and portable mini PCs are gradually taking over the market. They are playing an increasingly important role in commercial industrial control applications. In recent years, there has been a wave of mini PC popularity, particularly in the manufacturing, medical, education, and retail industries. As the mini PC market continues to grow in the commercial industrial control vertical application market, major brands are continuously introducing various types of Mini PCs to serve different consumer and application markets. ECS continues to focus on and expand its Mini PC application market and will invest more in research and development to develop products that span from Intel, AMD to ARM architecture. With a strategy of focusing on B2B and supporting B2C, ECS aims to meet the needs of various markets, increasing its global product coverage and ultimately boosting overall revenue.

Market supply and demand for notebooks

According to the latest survey by TrendForce, the global laptop market is expected to grow by 4.9% in 2025, reaching 183 million units. This growth is mainly driven by several factors: the conclusion of the U.S. presidential election, which reduces political uncertainty and helps stabilize the market; interest rate cuts by the Federal Reserve, which improve liquidity and stimulate consumption; and the end of support for Windows 10, which drives commercial device replacement demand.

Benefiting from the upcoming end of Windows 10 support and the launch of the first wave of AI PCs in the second half of last year, the PC market has returned to normal seasonal patterns and entered a new phase following the introduction of AI PCs. As enterprises continue to upgrade their IT systems, commercial PC orders are expected to grow significantly before Windows 10 support ends in October 2025. The commercial laptop segment is projected to experience over 7% annual growth.

As negative factors subside, demand is expected to gradually recover. On the consumer side, brands are expected to refocus on high-value and high-profit models, with growth in the consumer segment forecasted to slow to around 3%.

According to market research projections, AI laptops will account for nearly 60% of the total market in 2025. In addition to high-end Microsoft CoPilot+ AI laptops priced over USD 1,000 and equipped with powerful NPUs, this capability is also expected to expand into mid-range PCs, further driving shipment growth for this segment throughout the year.

In the education sector, Chromebooks are projected to see growth momentum rise to 8% in 2025, driven by Japan’s GIGA School 2.0 initiative.

In terms of global production bases, China remains the primary manufacturing hub for laptops, accounting for approximately 89% of global capacity. Although some original design manufacturers (ODMs) are actively establishing production lines in Vietnam, Thailand, India, and Mexico, it will take time to fully develop and complete the supply chain ecosystems in these regions.

Market supply and demand for IoT

Given the rapid growth of the electric vehicle market, the installation of charging stations is a significant area of focus. In 2023, ECS will continue to actively cultivate vertical applications markets such as electric vehicle charging stations and renewable energy. This will be achieved by collaborating with strong local operators to provide customers with comprehensive and customized product services.

Market growth of Printed Circuit Board

In recent years, emerging application markets such as 5G, mobile internet, Internet of Things (IoT), cloud computing, artificial intelligence (AI), and autonomous driving cars have emerged. In search of new growth momentum, ECS PCB will continue to expand our presence in the server, 5G, networking, and automotive electronics application fields. Through adjustments in product structure and the proactive adoption of automation and intelligence equipment, ECS PCB aims to optimize process efficiency and seek revenue and profit growth.

Market growth of Motherboards

ECS will continue to collaborate with Intel and AMD to launch a variety of platforms for PC applications. The company plans to gradually release products based on the Intel Arrow Lake and AMD Ryzen Zen 5 platforms starting in Q1 2025, further strengthening its presence in the Windows-based market.

Market growth of notebooks

The AI laptop market is expected to account for nearly 60% of the total laptop market in 2025. ECS is actively investing in the development of AI laptops and has launched several models equipped with AI capabilities. For example, the ECS UP42PW features the Snapdragon X Plus 8-core processor and Oryon CPU, delivering 45 TOPS of NPU AI performance to ensure optimal efficiency and energy savings.

Market growth of EVs

With the rise of environmental awareness and the investment in green energy by various countries, the development of more environmentally-friendly electric vehicles and the supply of charging equipment have been growing at several times the rate each year. According to research by Digitimes, the global electric vehicle ownership will reach 350 million after 2030, but there will only be 150 million charging stations available. Therefore, there is still a development space of more than 1 billion charging stations globally, which will be a huge business opportunity. Therefore, ECS cannot be absent from this trend and will be more actively developing different charging equipment and cloud service software platforms.

4. **Competitive edge**

- ECS has a manufacturing center in South China, specializing in the production of motherboards, graphics cards, and computer assembly. ECS holds ISO9001, ISO14001, as well as automotive-specific certifications such as IATF16949 & VDA 6.3 Class 1. Additionally, ECS has fully implemented IECQ QC080000 standards for production and processes, ensuring compliance with global environmental trends. ECS's commitment to environmental responsibility is demonstrated through its four major toxin-free controls: "Toxin-Free Suppliers," "Toxin-Free Materials," "Toxin-Free Processes," and "Toxin-Free Quality."

- Advantageous synergy from vertical integration: ECS PCB have strategic alliances with PCB factories, connector and socket factories, power supply manufacturer and computer case manufacturers to effectively reduce costs and delivery times and enhance competitiveness.
- Sound supply chain management: Most of ECS suppliers are located within an hour's drive away and have implemented the Just in Time (JIT) system. ECS enjoys a quick supply of materials with low inventory costs.
- Swift responding capacity: ECS's global sales and service offices can provide timely reports on market demand, allowing ECS to develop products that meet customer needs quickly.
- Full market coverage: ECS's customers include ODM/OEM, regional system integrators and DIY markets. Changes in demand from different customer level have only limited effect on ECS's sales. Therefore, ECS's sales enjoy a steady growth.
- Professional management team and technology development capability: ECS 's management team has comprehensive industry background and knowledge. With rich industry intelligence and technology, managers can accurately pinpoint market trends and explore innovative technologies and concepts. In addition, ECS has made continuous efforts in product development, technology improvement, process improvement and business development. Especially under the leadership of experienced and professional management team, ECS has achieved excellent performance in enhancing production technology, quality control and delivery, and has received positive feedback from customers.
- Strong R&D team: Our R&D team has extensive industry experience accumulated over the years. Its ability to deliver designs quickly can effectively shorten the time for R&D. Apart from the outstanding R&D capabilities, the team has also developed many innovative technologies and obtained a number of important patents.
- Actively developing high-value-added product markets and continuously improving production processes to enhance product differentiation from competitors.
- Focus on core manufacturing operations while diversifying into various terminal product markets to mitigate operational risks.
- Maintain product quality, accurate delivery schedules, and reasonable prices, continuously fostering business relationships with world-class customers.
- Utilize years of production experience as a foundation, applying computer information systems to integrate the complex and ever-changing management needs of the industry, achieving accurate delivery schedules, improved quality, and effective cost control.
- Under sustained profitability, continue to invest in capacity expansion and advanced new technologies.

5. Advantages and disadvantages for developmental and action plans

Advantages:

- ECS have excellent advantages in production scale, shipment volume and production cost. Our scale and strength are unchallenged and will remain competitive in the future.

- ECS have the experience and ability to cooperate with major brands in product development and outsourcing. By replicating our successful experience, ECS actively take part in the supply chain of international brands.
- ECS has vast manufacturing experience accumulated over the years and a comprehensive production supply chain in China. With advanced automation equipment, process technology, engineering research and development capabilities, high quality as well as a sound IT system, we can provide speedy delivery services which not only increase the efficiency of production management but also create more flexible value in the manufacturing process. High quality and low cost are the core competitiveness of ECS.
- Continuously strengthen manufacturing technology and research and development capabilities to capture the growing demand in niche product markets, conducive to expanding global market share.
- ECS has outstanding R&D talents and years of experience in product design. Through continuous innovation in product development and a shortened product development time, ECS continues to enhance our competitiveness.
- With the support of suppliers and strategic partners, ECS have advantages in stable supply of raw materials and purchasing cost control with less risk of material shortage.
- ECS is promoting ESG, with the vision of pursuing "sustainable management" as the direction, and regards ESG as the implementation of actions to contribute to solving environmental and social issues, while continuously aligning with international trends.
- As a turnkey provider, ECS offers comprehensive OEM/ODM solutions.

Disadvantages and action plans

- Global economy is highly unpredictable and ECS sees declines in corporate IT spending and PC growth.

✓ Action plan: In response to the weak growth momentum in the PC market, ECS will actively adjust the cost structure of each product and continue to monitor the market demand dynamics. Enhancing ECS's core competitiveness in ECS's markets is ECS's number one priority. ECS would strengthen ECS through improving production and operation performance, innovating design techniques and controlling inventory costs. During economic downturn, ECS shall strive to solidify existing customer relationship and aggressively explore new customer groups to maintain ECS's market share.

- An increasing proportion of ODM/OEM customers may reduce profit margin and increase inventory level.

✓ Action plan: ECS will actively monitor the changes in the end market's demand and adjust ECS's product directions by focusing on orders of more profitable products. Meanwhile, ECS will actively develop new customers to reduce risks. Internally, ECS would aggressively reduce inventory and control costs to enhance product competitiveness.

- If the global economy recovers too slowly or the momentum is too weak in the future, the impact on computer demand worldwide will be significant. Overall, PC is not the most essential item for consumers in developing countries. The drop in purchasing power will have certain effect on computer sales.

- ✓ Action plan: ECS will tailor products for local needs in specific markets, improve design and develop products suitable for local consumers. ECS plans to gain market share with competitive prices.
- ■ The PC white-label market continues to be squeezed, resulting in market loss and shrinking profit margins, which in turn affects our company's development in the white-label ODM market.
- ✓ Action plan: Enhancing hardware innovation design and application software development, boosting product added value, collaborating with strategic partners to invest in new technology research and development, and entering niche markets through product differentiation. Additionally, continuing to deepen market penetration, improve customer service and satisfaction, and strengthen business relationships with white-label OEM partners to shorten time to market and enhance product competitiveness.
- ■ The global economic recovery is lackluster, impacting the fiercely competitive global PC market. Under the influence of the trend towards low prices, the market is entering an unprecedented era of razor-thin margins, posing severe challenges in the face of daunting profit erosion.
- ✓ Action plan: Integrating the advantages of the South China supply chain and ECS's independently developed motherboard core technology to create price competitiveness, speed, and flexibility, in order to meet the rapidly changing market demands.
- ■ The export industry is significantly impacted by exchange rate fluctuations.
- ✓ Action plan: ECS will closely monitor exchange rate movements, strictly implement cost controls and initiate risk management to reduce the extent of impact.
- ■ Shortage in labor supply and increase in labor costs.
- ✓ Action plan: Increase equipment automation level, improve processes, and reduce reliance on manual labor.
- ■ The printed circuit board industry is polluting and associated with high environmental costs.
- ✓ Action plan: Dedicated personnel are responsible for managing equipment maintenance. ECS PCB promote waste reduction and recycling throughout the factory processes and prioritize the use of non-polluting or low-polluting materials. ECS PCB have signed contracts with qualified environmental companies to handle polluted waste materials.
- ■ The printed circuit board (PCB) industry is clustered for production, leading to intense competition among peers.
- ✓ Action plan: Enhance operational management to reduce expenses, improve yield rates, and lower production costs. Strengthen the production technology for high-end products and increase sales of high-value-added products. Keep a close eye on the developments in the industry and adjust operational strategies promptly as needed.
- ■ Escalating conflicts between U.S. and China increase import costs.
- ✓ Action plan: The Company establishes production bases in Southeast Asia and cooperates with local manufacturers to further develop the Southeast Asian market.

(II) Applications and processes of major products

1. Applications of major products

PC motherboard:

Its main components are PCBs, system chipsets, IC chips of different functions, and passive components (resistances, capacitors, inductances, connectors, etc.). They are the core components of the PC system and control the internal computing, input, output and expansion functions of PC.

Desktop computer:

It is mainly made up of motherboards, case, power supplies, floppy disc drives and optical disc drives. Once CPU, HDD, DRAM and software are installed, it is ready for use. In addition to the traditional functions of data processing and storage, electronic communication, and word processing, the main changes in desktop computers are the added accessories to improve their computing capability and audio-visual entertainment. There are also constant innovations on their designs and incorporation of home entertainment.

Notebook computer:

It is a form of PCs. Compared to desktop computers, notebooks have portability and they are normally presented as a PC in a closed-book form due to their mechanism design. Notebooks do not include WebPad or Pocket PC. Their main functions include document and data processing, engineering design, briefing and typesetting applications, multimedia applications, and internet-related hardware and software applications. Notebook PCs can be used in a variety of occasions and easily and conveniently carried by all. They can also be a basic platform for basic mobile data communication, increasing their internet and communication applications.

Tablet computer:

It is a form of PCs. Compared to notebooks, tablets are more portable and they are normally presented as a PC in a flat form due to their mechanism design. Their main functions are multimedia browser applications and software and hardware applications related to online instant communications. They are easy to be carried around at any given occasion.

In-car entertainment system:

The in-car integrated information processing system provides various functions such as audio, video, navigation, internet, vehicle control, etc., allowing occupants to enjoy more convenience and entertainment during travel. It mainly includes navigation functions, audio playback, safety assistance, gaming, karaoke, communication functions, personalized settings, telephone and communication, mobile office, wireless communication, vehicle control, real-time traffic conditions, and other functions. It can also exchange data and interact with other vehicle manufacturers or smart devices to achieve smart travel and smart living.

Work station:

A high-performance desktop computer used for computer-aided engineering design, characterized by high-quality graphics and good human-machine interaction. It includes, but is not limited to, scientific and engineering calculations, software development, computer-aided analysis, computer-aided manufacturing, engineering design and applications, graphics and image processing, program control, and information management.

In addition, workstations can also be applied in other fields such as medical imaging, financial modeling, geographic information systems (GIS), educational content creation, etc. They are typically equipped with large screens and multiple display monitors, as well as high-performance internal and external memory, allowing users to work and create smoothly.

Networking:

"Networking" refers to the utilization of data transmission and communication; the integration and sharing of various resources (such as hardware devices, software programs, and storage) between different devices; remote program control and collaboration; providing powerful computing and storage capabilities; enabling distributed processing, whereby tasks can be transferred to other idle computers when one computer is overloaded to balance the load and improve real-time processing and efficiency. Additionally, it can effectively utilize network resources through load balancing technology to enhance the overall performance of computer systems.

Smart Gateway:

The AC/DC smart charging pile is an indispensable charging device for electric vehicles, which solves the problem of range anxiety for electric vehicle users. In addition to the basic charging function, ECS charging piles are designed to comply with the latest generation standards (IEC-15118), combined with the online management platform requirements of the OCPP 1.6/2.0 protocols developed by the OCA Association, and have the ability to customize to meet diverse customer needs, making ECS's smart charging pile products have unique competitive advantages.

2. Production process of the major products

Production process of motherboard (graphics card):

Incoming quality control → Solder paste printing → Parts placement → Reflow welding → AOI inspection → Manual assembly → Soldering furnace → PCBA processing → Functional test → Packing → Inventory.

Production process of desktop computer:

Incoming quality control → Solder paste printing → Parts placement → Reflow welding → AOI inspection → Manual assembly → Soldering furnace → PCBA processing → Functional test → System assembly → Preliminary test → Burn-in testing → Final testing→ Packing → Inspection → Inventory.

Production process of desktop computer, notebook computer (tablets) products:

Incoming quality control → Solder paste printing → Parts placement → Reflow welding → AOI inspection → PCBA manual assembly → Functional test → System assembly → Preliminary test → Burn-in testing → Final test → Packing → Inspection → Inventory.

Production process of the EV Charger products：

Incoming quality control → Material storage → Assembly → Interior and exterior inspection → ATE test → Aging → Full inspection test → Visual inspection → Packing → Finished product inspection → Inventory.

Production process of the Printed Circuit Board：

Material requisition → Cutting → Inner layer (AOI) → Pressing → Drilling → Plating → Outer layer → Electrical testing → Solder mask → Text printing → Shaping → Testing → Visual inspection 1 → OSP (Organic Solderability Preservative) → Visual inspection 2 → Packaging → Inventory.

Production process of the Server, Work station and AI VGA：

Material requisition → Cutting → Inner layer (AOI) → Pressing → Drilling → Plating → Back drilling → Resin plug hole → Plating → Outer layer → Electrical testing → Solder mask → Text printing → Shaping → Testing → Visual inspection 1 → OSP (Organic Solderability Preservative) → Visual inspection 2 → Packaging →Inventory.

Production process of in-car entertainment system：

Material requisition → Cutting→ Inner layer (AOI) → Pressing→ Drilling→ Plating →Outer layer→ Mid-test→ Solder mask → Text printing → Molding →Testing → Four-wire testing→Visual inspection 1→ OSP→ Visual inspection 2→ Packaging →Inventory.

(III) Supply and demand of major materials

The raw materials used in the PC motherboards, desktop computers, notebooks and tablets come from major computer and communication components manufacturers both at home and abroad. Categories and suppliers are as follows:

Chipsets: Lenovo PC HK, Dell Global B.V., Synnex Technology International, Acer Incorporated

Motherboards: Golden Elite Technology (Shenzhen)

Resistors/Capacitors: Everwiner Enterprise, Yageo Corp., Taiwan Murata Electronics, Ralec Electronic Corp.

CPU: INTEL, Acer Incorporated, Lenovo PC HK, Medion AG, Qualcomm

LCD Panel: Starry Electronic Technology, F-LINK ELECTRONIC, F-LINK ELECTRONIC, HK G-World Display Electronics Limited

Battery: BMSPow Green Energy, Hangzhou Future Power Technology Co., Ltd., Guangdong Pow-Tech New Power Co. Ltd

Printed Circuit Board: Nanya, UMC, ASE, TSMC, Unimicron, Hitachi, Epistar, Changxing, etc.

As ECS has extensive procurement plan, we provide estimated procurement volume to each supplier on a quarterly and monthly basis and all materials have more than two supply sources. Thus, ECS’s material supply has been normal and there are no shortages or idle materials for the both parties. Also, ECS maintains long-term cooperation and good relationship with each supplier, thereby obtain competitive prices.

(IV) Names of customers who accounted for more than 10% of the total amount of purchases and sales in any year of the recent two years and the amount and proportion of purchases and sales, together with the reasons for the increase or decrease:

1. Information of Major Suppliers

Unit: NT$1,000

	2023				2024			
Item	Name	Amount	As a Percentage of the Annual Net Purchases (%)	Relationship with the Issuer	Name	Amount	As a Percentage of the Annual Net Purchases (%)	Relationship with the Issuer
1	Manufacturer A	3,623,640	24.14	None	Manufacturer A	3,513,982	22.14	None
2					Manufacturer B	1,601,470	10.09	None
	Other	11,387,289	75.86		Other	10,756,412	67.77	
	Net purchase	15,010,929	100.00		Net purchase	15,871,864	100.00	

Reasons for the increase or decrease: Due to changes in trading patterns.

2. Information of Major Customers

Unit: NT$1,000

	2023				2024			
Item	Name	Amount	As a Percentage of the Annual Net Sales [%]	Relationship with the Issuer	Name	Amount	As a Percentage of the Annual Net Sales [%]	Relationship with the Issuer
1	Customer A	5,148,585	26.08	None	Customer A	5,241,015	29.96	None
2	Customer B	3,183,618	16.13	None	Customer B	3,051,975	17.44	None
3					Customer C	3,161,951	18.07	None
	Other	11,409,542	57.79		Other	6,040,763	34.53	
	Net sales	19,741,745	100.00		Net sales	17,495,704	100.00	

Reasons for the increase or decrease: Due to changes in trading patterns.

III. Information on Employees

Information on employees in the last two years and as of the published date of the annual report:

Years		2023	2024	The Current Fiscal Year up to Mar 31, 2025
Number of Employees	Direct personnel	2419	2142	2384
	Indirect personnel	2078	1814	1721
	Total	4497	3956	4105
Average Age		32.6	34.89	35.61
Average Service Year		2.7	3.41	3.73
Academic Background Distribution (%)	PhD	0.02%	0.03%	0.00%
	Master's	4.96%	4.45%	3.73%
	Bachelor's	28.15%	27.76%	26.53%
	High school	6.87%	6.07%	6.70%
	Below high school	60.00%	61.70%	63.05%

IV. Environmental Protection Expenditures

(I) The waste gas, waste water, noise, and waste produced in the production process of ECS meet the requirements of local laws and regulations, and no environmental pollution occurred.

(II) From 2024 to the date of publication of this Annual Report, ECS has not experienced any environmental pollution, nor has it experienced any major environmental punishment or loss, and its products are all designed in an ecological manner. No major environmental pollution incident is expected in the future.

(III) The financial and business impacts of international environmental laws and regulations and customer environmental requirements on ECS are as follows:

Financial impact:

To comply with the environmental protection laws and regulations of various countries and the environmental protection requirements of customers, the plants constantly updated or purchased production equipment and verification and testing equipment, resulting in additional capital requirements; however, there is no material impact on the financial condition of ECS because ECS had sufficient funds to support them.

Business impact:

ECS is committed to sustainable development. ECS integrates the green concept into the whole enterprise to meet the needs of customers, protect the environment, and advance business development, creating benefits for the customers, the society, and the enterprise. ECS is engaged in the design and manufacture of motherboards, display cards, desktop computers, laptops, and tablets. With green innovations, ECS has introduced the concept of "green products" and the "four non-toxic principles" of non-toxic suppliers, non-toxic materials, non-toxic processes, and non-toxic products. ECS implements these concepts and principles in each step of operations to achieve certification for each stage.

ECS has observed the environmental protection laws and regulations and customer requirements of environmental protection, never used hazardous materials, and introduced the concept of "green design". ECS has built a green supply chain prohibiting hazardous substances and adopting green design, green manufacturing, and green manufacturer, which have all been in line with the requirements of green consumers and international brands, so they have no significant impact on the business of ECS.

V. Labor Relations

In order to take good care of our employees, ECS has formulated vacation and retirement systems, and a variety of benefits. As a result, the employees have a high degree of dedication to ECS. There is a harmonious relationship between the labor and capital and a lack of labor dispute.

(I) Employee benefits

ECS firmly believes in valuing and caring for its employees, recognizing them as vital human capital and strategic partners. The sustainable growth of the company depends on the continuous development of its employees. To this end, ECS is committed to providing comprehensive and well-rounded welfare programs that go beyond legal requirements, offering diverse benefits and incentive activities.Life is more than just work — ECS is dedicated to supporting the physical and mental well-being of its employees. The company has established an Employee Welfare Committee responsible for promoting various welfare initiatives. Our benefits include free lunches, holiday bonuses, and support for nearly 20 employee clubs, encouraging staff to engage in activities that enhance health and well-being outside of work. ECS also allocates a club activity budget to ensure employees can participate without financial burden, helping strengthen camaraderie and team spirit. This fosters a balanced lifestyle and encourages the pursuit of diverse interests.Furthermore, to support all ECS employees, the company has implemented a flexible work schedule, allowing employees to clock in between 8:30 and 9:30 AM. This policy helps them avoid rush-hour traffic and better manage family needs, such as child drop-off and unexpected family matters.In 2024, ECS allocated a total of NT$11,059,286 in employee welfare expenditures, with each employee receiving an average welfare benefit of approximately NT$19,819.

1、Event Organization: ECS holds a variety of events such as year-end parties, outdoor activities, charity events, cultural and arts lectures, sports competitions, festive celebrations, and family days for employees and their families to foster emotional well-being and relieve stress.

2、Holiday Bonuses and Subsidies: The company provides a "Buffet Welfare Package" worth up to NT$10,000, covering ten subsidy items (leisure travel, cultural events, children’s education, housing/rent support, club activities, continuing education, family care, medical expenses, daily commuting, and personal insurance), in addition to birthday gifts, three major holiday bonuses, club activity funding, and emergency relief funds.

3、Club Activities: Current clubs include Women's Wellness Club, Neihu Yoga Club, Tai Chi Health Club, Pilates Club, Badminton Club, Strength & Aerobics Club, Camping Club, Floral Design Club, Dance Fitness Club, Table Tennis Club, Board Games Club, Hiking Club, Running Club, Muscle Building Club, Hip-hop Dance Club, Cycling Club, Parent-Child Club, and others — enriching employees' leisure and recreation options.

4、Employee Cafeteria: ECS offers free lunches featuring a nutritious buffet, noodle station, and fruit section. Each dish is clearly labeled with its calorie count, ensuring employees can make informed choices to maintain a healthy diet.

(II) Talent training, on-the-job training and employee rights protection measures

1. Talent Development and Continuing Education Training:Employees are the most valuable assets of a company, and annual talent training is one of ECS's key strategic initiatives. Based on competency frameworks, ECS implements a comprehensive curriculum system aligned with various functional requirements, aiming to enhance employee capabilities and achieve organizational goals. In line with its corporate vision and development strategy, ECS categorizes its training system into three main areas: New Employee Orientation, Management Competency Training, and Professional Competency Training. For the professional training track, ECS encourages employees to explore their full potential through job rotation opportunities, which help expand their global perspectives and enhance their workplace competitiveness.Beyond job-specific skills, ECS offers a diverse range of learning programs—from foundational training to knowledge sharing and legacy development—under the ECS Corporate University. These internal training initiatives are designed to cultivate top talent, pass on corporate culture and values, and build a sustainable business.

   ECS values the unique traits of every team member and strives to create an environment where employees can grow their careers and unleash their potential. In 2012, ECS established the ECS Corporate University, which includes five major academies: Management Academy, R&D Engineering Academy, Marketing & Sales Academy, Project Management Academy, and General Affairs Academy. In 2023, ECS added the Digital Intelligence Academy. Each academy offers professionally tailored courses, helping to avoid redundancy, enable program-based learning paths, and promote transparent training progression.

   To enhance the effectiveness of employee training, ECS integrates online learning platforms and external professional training resources. Continuous improvement is driven by feedback and evaluation mechanisms, such as training satisfaction surveys and employee feedback assessments.

   (1) Employee training is based on functional competencies and aims to support career development and strengthen role-specific professional skills. By combining internal and external learning resources, ECS ensures the continuous enhancement of workforce quality.

(2) Summary of employee training in 2024 (ROC Year 113):

Total training expenditure: NT$1,080,000

Average training cost per employee: NT$1,500

Total training hours: 62,450 hours

Total training attendance: 9,168 instances

Average training hours per employee: 12.74 hours

2. Creating a Healthy and Friendly Workplace

The goal is to prevent occupational health hazards and promote the physical, psychological, and social well-being of employees. Through employee health services, ECS conducts workplace health risk assessments and health management to enhance overall well-being and build a supportive and health-promoting work environment.

ECS has established a Health Promotion Committee dedicated to implementing policies related to employee health initiatives. Each year, ECS develops a Labor Health Service Plan in accordance with Article 9 of the Labor Health Protection Regulations. The plan includes the following:

(1) Analysis, evaluation, health management, and data retention of employee physical (health) examination results.

(2) Assisting employers in assigning employees to suitable job positions based on health conditions.

(3) Follow-up management and health guidance for employees with abnormal health examination results.

(4) Assessment and case management for workers under 18 years old, those potentially exposed to maternal health hazards, workers with occupational injuries or illnesses, and those at high risk of occupational health issues.

(5) Preparation and retention of occupational health or safety research reports and records of injuries and illnesses.

(6) Planning and implementation of health education, hygiene guidance, mental and physical health protection, and health promotion measures.

(7) Prevention of work-related injuries and illnesses, as well as health consultations, first aid, and emergency response.

(8) Regular reporting to employers and providing recommendations regarding employee health services.

(9) Occupational safety and health tasks, including the prevention of ergonomic hazards, protection of maternal health in the workplace, prevention of diseases caused by abnormal workloads, prevention of unlawful workplace violence, and ensuring occupational safety and health for middle-aged and senior workers.

In recent years, the focus has been on the prevention of metabolic syndrome and the "three highs" (high blood pressure, high blood sugar, and high cholesterol) at secondary and tertiary levels. In addition to providing on-site occupational health consultations and case management by occupational physicians and nurses, ECS conducts annual assessments of health needs based on four key areas: personal health resources, physically healthy work environment, psychosocial work environment, and corporate community involvement. Based on these assessments, ECS plans a variety of health promotion activities for the following year, including both static and dynamic programs. The concrete implementation strategies and outcomes are detailed as follows:

2.1 Specific Implementation Strategies:

2.1.1 Health Needs Assessment

A preliminary assessment of employees' health needs is conducted using various sources, including annual employee health check-up data analysis (top ten abnormal health indicators), surveys (to collect information on employee interests, health needs, and opinions), on-site health consultation interviews, employee suggestion boxes, workplace observations, health-related current events or epidemiology, and occupational safety and health regulations. Based on this data, annual health topics and priorities are set, which are then used to plan relevant seminars and activities to enhance employees' health knowledge.

2.1.2 Effectiveness Evaluation Tools

(1) Pre- and Post-Course Questionnaires: Designed based on course content to assess whether there is a significant improvement in employee health knowledge before and after the course, helping to align with learning objectives.

(2) Satisfaction Surveys: Feedback is collected from employees after each seminar and activity to understand execution effectiveness and identify preferred topics for future planning.

(3) Attendance and Satisfaction Analysis: Used to assess employee participation and interest in specific topics, which helps in curriculum planning and lecturer selection.

In summary, during the implementation of various health promotion processes, we adopt the PDCA (Plan-Do-Check-Act) cycle to continuously revise, evaluate, and re-execute strategies, thereby enhancing and optimizing our health promotion initiatives.

2.2 Annual Key Achievements in Health Promotion:

(1) Health Promotion Lectures and Activities:In 2023, seven health-related lectures and three activities were organized, with a total of 678 participants. Health awareness was promoted through the internal learning website, which shared new information on medical, health, nutrition, and disease prevention topics. This year, a weight loss activity was organized, which included fitness training to sculpt the body. The program targeted employees with a BMI of 24 or higher, totaling 30 participants. Over the two-month summer program, the group collectively lost 51.1 kilograms and reduced their body fat by 39.9%. With a combination of aerobic and anaerobic exercises, employees enjoyed a fun and healthy weight loss experience, relieving stress while achieving real results.

(2) Lactation Room Certification:Committed to promoting the health protection of female employees, the company was awarded the highest level "Excellent" lactation room certification by the Taipei City Health Bureau after an on-site visit and evaluation. The company has received this honor for five consecutive years (2017-2023).

(3) Healthy Workplace Certification:ECS has consistently been recognized with the "Healthy Workplace Certification" health promotion mark from 2012 to 2023, and was also awarded the "Outstanding Health Workplace" title by the Taipei City Government.

(4) Sports Enterprise Certification:By integrating health promotion activities with internal club management, the company was awarded the "Sports Enterprise Certification" by the Ministry of Education's Sports Administration, valid from 2023 to 2026.

(5) Blood Donation Charity Event:The Employee Welfare Committee organized two blood donation drives under the theme "Discovering Love at ECS," with a total of 140 participants donating 231 bags of blood.

2.3 ECS's Ongoing Health Promotion Services:

(1) On-site Health Service Consultation: Designated doctors provide on-site services at the company (six sessions per year).

(2) Workplace Hazard Identification: Conducted twice a year (once in the first half and once in the second half).

(3)Employee Health Management: Provide health checkups and regular health consultation services for employees.

(4)Health Lectures/Activities: Lectures and activities on topics such as smoking prevention, healthy weight management programs, disease prevention and health knowledge, and stress relief.

(5)Employee Assistance Program: Establish the ECS Employee Assistance Service Map, integrating internal and external resources to help address personal issues that may affect employee performance and work safety. This aims to assist both the company and employees in achieving stable growth and enhancing organizational competitiveness.

3.Formulated the measures for employee remuneration to share the operating results.

4.ECS provides labor insurance, health insurance, group insurance, business trip FPA insurance to ensure the livelihood of employees.

5.Retirement system

ECS formulated the retirement management measures in accordance with the laws and regulations related to the Labor Standards Act. If the new system of labor pension is applicable, 6% of the employee's salary will be contributed to the pension on a monthly basis according to the "Regulations on Labor Pension (New System of Labor Pension)", which will be deposited in the individual account of labor pension set up by the Bureau of Labor Insurance. Employees can also contribute 0~6% of the pension voluntarily. The part of the voluntary contribution shall be deducted from the total personal comprehensive income of the year according to law. For employees who apply to the old pension system and have already chosen to apply to the new pension system, according to the Labor Standards Act (old pension system), 2% of the employee's taxable salary shall be allocated to the old pension reserve account of the Trust Department of the Bank of Taiwan as the fund source of the old pension payment.

(III) Employee Code of Conduct and Ethics

ECS has an honest policy statement, which serves as a code of conduct for all staff to follow, and specifies in the employment contract the duty of loyalty and the integrity clause to be observed as a member of ECS to strive for the sustainable operation of ECS.

(IV) The losses suffered due to labor disputes in the most recent fiscal year up to the publication date of this annual report are listed (including labor inspection results in violation of the Labor Standards Act, punishment date, punishment name, violated provision of laws and regulations, content of violated laws and regulations, and punishment content), and the estimated amount for current and possible future occurrences and response measures are disclosed. If the amount cannot be reasonably estimated, the reason should be clarified: None.

VI. Information security management

(I) Information security risk management framework, policies, specific management measures and input resources:

ECS is committed to promoting digital transformation. Fully introducing an information security management mechanism to ensure the correctness and availability of information processing and operating through information security management system to provide a stable, secure environment and business decision-making information for enterprise. IT system provide innovative and diverse information services and improve customer satisfaction. In addition to complying with international information security standards that all information operations also meet the requirements of domestic and foreign information security regulations to prevent unauthorized access, control, leakage, destruction, tampering, destruction or infringement, free from internal and external deliberate or accidental threats. Specific to this policy specification.

1. Information and communication security management policy

In order to strengthen the enterprise's information security management and comply with relevant government laws and regulations. The ISMS (Information Security Management System) is reference Information Technology department, outside expert, consultants, following ISO 27001 management standards and referring to the enterprise's authorized, procurement procedures, manufacturing, recruitment, training, fixed assets Management and other management procedures have been formulated.

An Information Security Management System (ISMS) that meets international standards will be established. The ISO 27001 ISMS will be introduced to ensure that the enterprise's core system and computer room management comply with international information security Management standards in 2020. It is prevent various internal and external risk impacts, ensuring the confidentiality, integrity and availability of the information assets to provide the enterprise with a stable and secure information environment and perfect business decision-making information, and regularly checking cyber security publicity, education and training to enhance awareness for information security of employee. Joining Taiwan's cybersecurity collaborative organization, receiving cybersecurity intelligence, and enhancing domestic cybersecurity incident reporting and response operations to promptly understand major cybersecurity events at home and abroad.

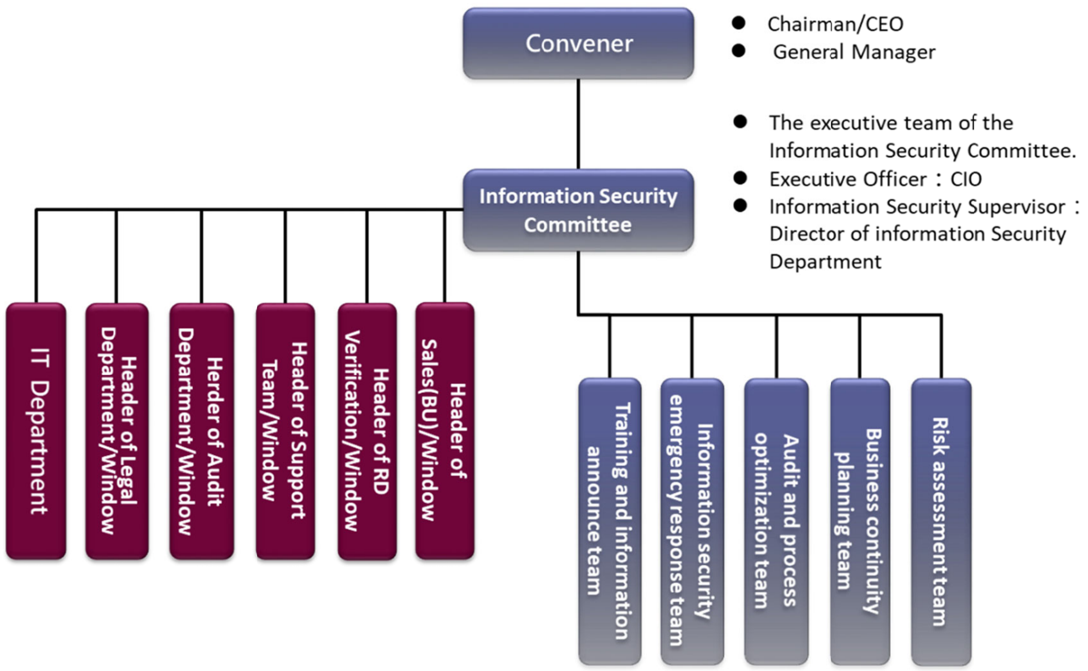
2.Organization of information security risk management

The enterprise sets up an information security committee to manage information security risks, which is jointly established by information technology department, legal department, audit department, and heads/representatives windows of each Business Unit / Support Team.

Information security meetings are held regularly. Discuss major topic and supervise the implementation of various control measures at the information Security Committee, and report to the board of directors regularly.

Information security committee organization

- Convener: The corporate information security committee is supervised by the convener. The person in charge of the management representative is the chairman and chief executive officer or an authorized person.
- Information Security Committee: The chief information officer is the executive officer. The members are the headers / representatives windows of the Information Technology Department, Legal Department, Audit Department and Business Unit / Support Team.
- Information Security Emergency Response Team: The team leader is the director of the Information Security Department. The team members are composed of system managers, network managers, and database managers.
- Training and information announce team: The team leader is the director of the Information Security Department, and the team members are jointly appointed by the Information Technology Department / Legal Department / Auditing Department supervisor / representative window.
- Audit and process optimization team: The team leader is the supervisor of the Audit Department and the team members are jointly appointed by the Information Technology Department/Audit Department.
- Business continuity planning team: The team leader is the chief information officer and the team members are supervisors and managers of Information Technology Department.
- Risk assessment team: The team leader is the director of the Information Security Department, and the members are appointed by the supervisors / representatives windows of each Business Unit / Support Team.



Information security committee organization

3. The specific management plans, resources allocated, and the implementation status for information security management

(1) The specific management plan for information security is as follows:

Network Information Security Control	Device Security Control	Data security	System Security Monitoring	Operational Continuity Management	Audit Certification Review Education Training
✓ Firewall (Firewall) ✓ Intrusion protection ✓ URL filter ✓ network area isolation ✓ The use of various network services shall be implemented in accordance with the information security policy ✓ System Log that regularly tracks exceptions ✓ Multifactor Authentication ✓ Information Security Weekly	✓ Regular virus scans/Microsoft system security updates ✓ Antivirus and Intrusion Detection ✓ Domain management ✓ Connected Device Authentication	✓ document encryption ✓ Cloud/Local Backup ✓ Email protection ✓ Permission control ✓ Synchronize HR and Network system account	✓ Regularly track abnormal System Log ✓ Information Security Threats and Technology Mastery ✓ People and Physical Environment Security ✓ Information Security Weekly Report	✓ Cloud/Local Backup ✓ disaster recovery planning ✓ Follow the international standard of information security ISO/IEC 27001 ✓ Event level Define notification and processing operations	✓ Periodically Information security review ✓ Periodically external audit ✓ Periodically Vulnerability Scan ✓ Information Security Education Training and Promotion ✓ Attend an international security audit course. ✓ Join a security organization to acquire security information.

(2) The resources allocated and the execution status for information security management are as follows:

- Set up a dedicated information security department: In 2023, the Information Security Department was established, with one member serving as the Chief Information Security Officer and three personnel designated as cybersecurity specialists.
- Information security investment accounts for more than 25% of the IT budget.
- Physical count information assets and security risks at least once a year.
- Present an information security report to the board of directors at least once a year.

- Presenting cybersecurity report during the monthly productivity center meeting.
- Conducting the cybersecurity weekly meeting regularly each week and publishing the monthly report on cybersecurity implementation.
- At least two social engineering drills are conducted per year. In 2024, three drills were executed, involving approximately 11,277 emails, average click-through rate 3.96%.
- An annual cybersecurity training program is conducted for over 500 man-hours. In the fiscal year 2024, in addition to the newly introduced online cybersecurity awareness course for new employees, a separate cybersecurity training course was also offered, accumulating a total of 633 man-hours.
- Build information security standard procedures and operating procedures for operate in accordance with the management system.
- Follow the implementation of the ISMS system, regularly perform risk assessment, identify high risks and invest resources to reduce or transfer them.
- Establish information security incident notification response and corrective measures, quickly eliminate and reduce the scope of influence.
- The management team regularly reviews and disseminates the cybersecurity regulations to all employees.
- Conduct regular internal and external audits every year to review the normal operation of the information security management system and continue to improve.
- In 2021, SSL VPN multi-factor authentication was implemented, During the COVID-19 pandemic, all employees, whether working from home or external locations, accessed ECS resources through SSL VPN with multi-factor authentication.
- Network equipment undergoes regular maintenance and inspection quarterly. In 2024, a penetration test was completed. Additionally, there are annual vulnerability scans and information security health checks, with regular system updates to address identified weaknesses.
- Conduct a yearly cloud-based disaster recovery exercise for critical operational systems and a quarterly on-premises restore exercise. Ensure the timeliness of process steps and the effectiveness of backups.
- Information security specialists take part in professional courses in information security management or technical training.
- Join the cybersecurity collaborative organization, and continually monitor international security information to effectively counter new types of information security

(3) Implement ISO 27001 and got third-party certification

In order to enhance information security management. We build an ISMS (Information Security Management System) that meets international standards. In 2020, the ISO 27001 management system will be introduced and certified in 2021. According to the regulations, re-evaluation is required annually. The ISO 27001:2022 version was successfully certified in August 2024. The certificate is valid from August 12, 2024, to August 11, 2027.

(II) As of the publication date of the annual report of 2024, ECS successfully blocked the cyberattacks on the Internet portal of the enterprise, which has or may have blocked a major adverse impact on the enterprise's business and operations. There have been no legal cases or regulatory investigations related to this. Through personnel training, regular drills and tests, maintenance, formulate specific and feasible emergency response plans and disaster recovery strategies to ensure that business operations can continue. There were no major information security incidents influences enterprise business and operations production during the year.

VII. Important Contracts

Type of Contract	Party	Contract Duration	Contract Content	Restrictions
Sales contract	CONFIDENTIAL	Effective as of Aug. 11, 2009	Trading of product	Nontransferable
Purchase contract	CONFIDENTIAL	Effective as of May 20, 2011	Purchase of products	Nontransferable
Sales contract	CONFIDENTIAL	Effective as of Dec. 1, 2013	Trading of product	Nontransferable
License contract	CONFIDENTIAL	Effective as of Jun. 27, 2016	Technical license	Nontransferable
Sales contract	CONFIDENTIAL	Effective as of Nov. 15, 2018	Trading of product	Nontransferable
License contract	CONFIDENTIAL	Effective as of Aug. 1, 2018	Software Authorization	Nontransferable
License contract	CONFIDENTIAL	Effective as of Sep. 24, 2020	Patent licensing	Sublicense forbidden
License contract	CONFIDENTIAL	Effective as of Jul. 17, 2020	Patent licensing	Sublicense forbidden
License contract	CONFIDENTIAL	Effective as of Sep. 28, 2021	Patent licensing	Sublicense forbidden
Sale agreement	CONFIDENTIAL	Effective as of Dec. 15, 2023	Estate sale	Nontransferable
License contract	CONFIDENTIAL	2023/7/1~2028/6/30	Patent licensing	Sublicense forbidden
License contract	CONFIDENTIAL	2023/7/1~2028/6/30	Patent licensing	Sublicense forbidden

Chapter 5. Financial Status and Operating Results

I. Financial Position

Unit: NT$1,000

Item \ Years	2024	2023	Difference	
			Amount	%
Current Assets	13,406,544	17,121,426	(3,714,882)	(21.70)
Property, Plant, and Equipment	2,377,574	2,002,038	375,536	18.76
Other Assets	7,889,265	3,889,067	4,000,198	102.86
Total Assets	23,673,383	23,012,531	660,852	2.87
Current Liabilities	10,865,493	9,863,908	1,001,585	10.15
Non-current Liabilities	1,051,271	1,095,434	(44,163)	(4.03)
Total Liabilities	11,916,764	10,959,342	957,422	8.74
Capital Stock	5,574,030	5,574,030	0	0.00
Capital Surplus	5,437,323	5,437,323	0	0.00
Retained Earnings	1,228,603	1,843,583	(614,980)	(33.36)
Other Equity	(493,762)	(811,545)	317,783	39.16
Non-controlling Interests	10,425	9,798	627	6.40
Total Equity	11,756,619	12,053,189	(296,570)	(2.46)

If the change reaches 20% and the amount of change is up to NT$10 million, the description is as follows:

Current Assets: Mainly due to the decrease in cash and cash equivalents, financial assets at fair value through profit or loss - current and financial assets at amortized cost, net - current.

Other Assets: Mainly due to the increase in financial assets at fair value through other comprehensive income -non-current.

Retained Earnings: Mainly due to the decrease in profit in 2024.

Other Equity: Mainly due to the increase in cumulative translation adjustment.

II. Financial Performance

(I) Comparative analysis of financial performance

Unit: NT$1,000

Item \ Years	2024	2023	Change, by Amount	Change, by Percentage
Net Operating Revenue	17,495,705	19,741,745	(2,246,040)	(11.38)
Operating Costs	15,573,754	16,568,980	(995,226)	(6.01)
Gross Profit	1,921,951	3,172,765	(1,250,814)	(39.42)
Operating Expenses	2,438,045	2,589,220	(151,175)	(5.84)
Operating Income	(516,094)	583,545	(1,099,639)	(188.44)
Non-operating Income and Expenses	471,208	701,839	(230,631)	(32.86)
Profit (loss) before tax from continuing operations	(44,886)	1,285,384	(1,330,270)	(103.49)
Income Tax Expense	45,640	271,432	(225,792)	(83.19)
Net profit (loss) after tax from continuing operations	(90,526)	1,013,952	(1,104,478)	(108.93)
Net Income (Loss) Attributable to Non-controlling Interests	(31)	230	(261)	(113.48)
Net Income (Loss) Attributable to Shareholders of the Parent	(90,495)	1,013,722	(1,104,217)	(108.93)

Explain the reasons why the financial ratios have changed by more than 20% in the last two years

(1) The decrease of gross profit and operating income in 2024 compared to 2023 was mainly due to the decrease in revenue.

(2) The decrease of non-operating income and expenses in 2024 compared to 2023 was mainly due to the disposal of investment property gains in 2023, which did not occur in 2024.

(3) The decrease in profit (loss) before tax from continuing operations, income tax expense, net profit (loss) after tax from continuing operations, and net income (loss) attributable to shareholders of the parent in 2024 compared to 2023 was mainly due to the decrease in profit in 2024.

(4) The decrease in net income (loss) attributable to non-controlling interests in 2024 compared to 2023 was mainly due to the decrease in profit of subsidiaries.

(II) Expected sales volume and its basis:

In addition to the existing products, the Company will also vigorously promote the market development of non-PC products, such as smart gateways, home displays, tablet computers, IoT, and other products. In line with future market conditions, ECS will continue to launch more products according to diverse customer demand and new technology developments.

(III) Possible impact on the Company's future financial business and the corresponding plan:

In order to respond to the external competitive environment and future reinvestment, the Company has developed an appropriate financial strategy and a capital demand plan for the current year.

III. Cash Flows

Unit: NT$1,000

Cash at beginning of period (1)	Net Cash Flows from Operating Activities (2)	Net cash flow from investment andfinancing activities in the year (3)	Cash surplus amount (1)+(2)+(3)	Remedial Measures for Cash Inadequacy	
				Investment Plan	Financing Plan
5,611,210	780,566	(2,079,953)	4,311,823	-	-

1. Analysis and description of cash flow changes in recent year
   The net cash of the Company in 2024 decreased by NT$1,299,387thousand compared with 2023. The changes in cash flow from various operating activities were as follows:
   (1) Operating activities: mainly due to cash inflow from changes in operating assets/liabilities in 2024.
   (2) Non-operating activities: the increase of financial assets at fair value through other comprehensive income-non-current generates cash outflow.
2. Corrective Measures to Be Taken in Response to Illiquidity: None.
3. Cash liquidity analysis for the coming fiscal year:

Unit: NT$1,000

Cash at beginning of period (1)	Projected net cash flow from operating activities during the year (2)	Projected net cash flow from investment and financing activities in the year (3)	Cash surplus amount (1)+(2)+(3)	Remedial Measures for Cash Inadequacy	
				Investment Plan	Financing Plan
4,311,823	(419,959)	241,398	4,133,262	-	-

IV. Major Capital Expenditures in 2024 and Their Impacts on the Company's Finance and Operations

(I) Use of major capital expenditures and sources of funds:
In 2024, the subsidiary Elite Circuit Technology(Thailand)Co., Ltd. purchased land from ASIA INDUSTRIAL ESTATE CO.,LTD for NT$461,176 thousand, with the funds sourced from its own capital.

(II) Expected benefits:
N/A (Initially planned to build a factory, but investment is now ceased.)

V. Investment Policies of the Most Recent Year, Main Reasons for Investment Gains or Losses, Improvement Plans, and Investment Plans of the Upcoming Year:

ECS’s reinvestments strategy is focused on long-term investments. In 2024, ECS had a gain of NTD 23,587 thousand from equity method reinvestment, primarily due to proper cost control. Going forward, ECS will continue to evaluate reinvestment plans with caution for the principle of long-term strategic investments prudently.

VI. Risk Analysis and Assessment:

(I) Effect on the Profit (Loss) of Interest and Exchange Rate Fluctuations and Changes in the Inflation Rate, and Response Measures to Be Taken in the Future

1. Interest rate risk

The Group was exposed to fair value interest risk, because entities in the Group hold financial assets and liabilities with fixed rate, and the Group was exposed to cash flow interest rate risk because entities in the Group hold financial asset and liabilities with floating rate.

The carrying amounts of the Group's financial assets and financial liabilities with exposure to interest rates at the end of the reporting period are as follows:

	December 31, 2024	December 31, 2023
Fair value interest rate risk		
－Financial assets	$3,679,052	$5,054,299
－Financial liabilities	1,522,624	943,233
Cash flow interest rate risk		
－Financial assets	3,088,916	4,355,324
－Financial liabilities	163,925	-

The sensitivity analysis below was determined based on the Group's exposure to interest rates for both derivative and non derivative instruments at the end of the reporting period. For floating rate liabilities, the analysis was prepared assuming the amount of each liability outstanding at the end of the reporting period was outstanding for the whole year. A 1% increase or decrease is used when reporting interest rate risk internally to key management personnel and represents management's assessment of the reasonably possible change in interest rates.

If interest rates had been 1% higher and all other variables were held constant, the Group's pre tax profit for the years ended December 31, 2024 and 2023, would have increased by $29,250 thousand and $43,553 thousand, respectively. Had market interest rates been 1% lower, the impact would have been negative but at the same amounts.

2. Foreign currency risk

The Group was exposed to foreign currency risk because it owned assets and liabilities which were denominated in foreign currencies. Exchange rate exposures are managed within approved policy parameters by using financial instruments such as foreign exchange spot transactions, forward exchange contracts, etc.

For the Group, the main purpose of using forward exchange contracts is to eliminate the financial risks of currency exchange rates.

The Group was mainly exposed to the U.S. dollar. The following table shows the Group's sensitivity to a 5% increase and decrease in the New Taiwan dollar (the functional currency) against the U.S. dollar. The 5% sensitivity rate is used in reporting foreign currency risk internally to key management personnel and represents management's assessment of the reasonably possible change in foreign exchange rates. The sensitivity analysis included only outstanding foreign currency denominated monetary items, for which their translation at the end of the reporting period is adjusted for a 5% change in foreign currency rates.

	December 31, 2024	December 31, 2023
Gain or loss from 5% change in foreign currency rate		
USD	$ (49,898)	(116,969)

3. Inflation

In 2024significant inflationary trends emerged in major global economies. ECS continues to closely monitor this issue. After evaluating its impact, we found no significant effects on our financial performance.

(II) Policy regarding High-risk Investments, Highly Leveraged Investments, Loans to Other Parties, Endorsements/Guarantees, and Derivatives Transactions, Main Reasons for the Profit (Loss) Generated Thereby, and Response Measures to Be Taken in the Future

1. The Company has not engaged in high-risk and highly leveraged investments in the year 2024up to the publication date of the annual report.
2. As of 2024and the publication date of the annual report, the Company's lending to others:

In order to meet the Company's operating needs, the "Operating Procedures for Lending Funds to Others" have been formulated in accordance with the relevant laws and regulations of the competent authority, and are under the management of specific units. As of 2023 end and the publication date of the Annual Report, the Company's lending to others was zero, and ECS Digital Technology (SHENZHEN) LTD., a subsidiary of the Company, had the following lending to others:

Unit: NT$1,000

Lend to	202412/31
Golden Elite Technology (Shenzhen) Co.,(興英數位) Ltd.	$ 182,440
Total	$ 182,440

3. As of 2024 and the publication date of the annual report, the Company's endorsement and warranty:

   In order to meet the Company's operating needs, the "Operating Procedures for Endorsement and Guarantee" have been formulated in accordance with the relevant laws and regulations of the competent authority, and are under the management of specific units. As of the end of 2024 and the publication date of the annual report, the Company's endorsement and guarantee: None.
4. The Company is engaged in derivative transactions mainly to hedge risks, and the transactions are subject to the "Procedures for Handling Derivative Financial Commodity Transactions". There were no derivative commodity contracts outstanding as of Dec. 31, 2024.

(III) Future R&D plans and estimated R&D costs:

R&D Project	Current progress of uncompleted R&D projects	Projected investment in R&D	Projected date for completion and commercial production	Major factors that influence the success of R&D in the future
Intel Meteor Lake Platform Series project	Circuit design/ product proofing/ testing and mass production	NT$20,000 thousand	2025.Q1~Q4	1. New specifications and technology introduction 2. Mechanism, hardware, and software development progress
AMD Platform Series project	Circuit design/ product proofing/ testing and mass production	NT$10,000 thousand	2025.Q1~Q4	1. New specifications and technology introduction 2. Mechanism, hardware, and software development progress
Chromebook Series project	Circuit design/ product proofing/ testing and mass production	NT$20,000 thousand	2025.Q1~Q4	1. New specifications and technology introduction 2. Mechanism, hardware, and software development progress
Qualcomm Series project	Circuit design/ product proofing/ testing and mass production	NT$20,000 thousand	2025.Q1~Q4	1. New specifications and technology introduction 2. Mechanism, hardware, and software development progress
Intel Arrow Lake motherboards *3 models mATX	Circuit design/ product proofing/ testing and mass production	NT$56,000 thousand	2025.Q1~Q4	1. Is the Shortage of materials improved? 2. Test the shortage of human resaurces about the crowding out effect, and the effect on the progress.
Intel Alder Lake series 1.2L system*2 models	Circuit design/ product proofing/ testing and mass production	NTD4,500 thousand	2025.Q2~Q4	1. Structure and heat dissipation problem handling 2. Progress of test verification and safety certification in multiple countries
ECS AMD new AM5 series motherboard *2 MicroATX	Circuit design/ product proofing/ testing and mass production	NT$2,200 thousand	2025.Q2~Q3	1. RD Resource and testing progress 2. AMD APU supply situation
LIVA Z10 Plus/Z12 Plus AMD AM5 system project	Circuit design/ product proofing/ testing and mass production	NT$10,000 thousand	2025.Q3~Q4	1. Structure and heat dissipation problem handling 2. Progress of test verification and safety certification in multiple countries
LIVA Z11 Plus Intel system project	Circuit design/ product proofing/ testing and mass production	NT$2,800 thousand	2025.Q1~Q3	1. IPC new specifications and technology introduction 2. Ten years of material life cycle needs 3. Progress of certification requirements in multiple countries
AMD Platform Series project	Circuit design/ product proofing/ testing and mass production	NT$10,000 thousand	2025.Q1~Q4	1. New specifications and technology introduction 2. Mechanism, hardware, and software development progress 3. Is the shortage of materials improved?

(IV) Effect on the Financial Operations of Important Policies Adopted and Changes in the Legal Environment at Home and Abroad, and Measures to Be Taken in Response

The Company operates in accordance with the relevant laws and regulations at home and abroad, and pays attention to the development trend of domestic and foreign policies and regulations at any time, collects relevant information for the reference of the decision-making level, and consults relevant professionals, so as to fully grasp and timely adjust the Company's relevant operating policies in response to changes in the market environment.

As of the date of publication of the Annual Report, the Company has not been affected by changes in important policies and laws at home and abroad.

(V) Effect on the Financial Operations of Developments in Science and Technology and Industrial Change (including cyber security risk), and Measures to Be Taken in Response

In recent years, cyber attacks and ransomware Information security incidents have been frequently reported, so ECS attaches extra emphasis on information security risk control and protection, and sets up a multi-level defense-in-depth security control and protection network to implement strict control measures. Up to the date of publication of the Annual Report, there have been no technological changes (including the cyber security risks) and industrial changes that have affected the Company’s finance and business.

(VI) Effect on the Crisis Management of Changes in the Corporate Image, and Measures to Be Taken in Response:

Since its establishment, the Company has been committed to maintaining its corporate image and abided by various laws and regulations. As of the date of publication of the Annual Report, there has been no business crisis caused by the change of corporate image.

(VII) Expected Benefits and Possible Risks Associated with Any Mergers and Acquisitions, and Measures to Be Taken in Response:

In the year 2024 and up to the date of publication of the annual report, the Company has not conducted any mergers and acquisitions. However, on February 21, 2025, the Board of Directors of the company approved a simplified merger with its 100%-owned subsidiary, ECS Industrial Computer Co., Ltd., and tentatively set the merger base date as June 30, 2025. The purpose of the merger is to integrate the resources of both parties and to improve the overall operating efficiency of the Group. This merger does not issue additional shares or pay cash as merger consideration. The merger does not affect shareholders' equity and has no impact on book value per share and earnings per share.

(VIII) Expected Benefits and Possible Risks Associated with Any Plant Expansion, and Measures to Be Taken in Response:

The company’s Board of Directors resolved on February 21, 2025 to cease investment in subsidiary Elite Circuit Technology(Thailand)Co., Ltd.. As of the date of the annual report, there are no plans for plant expansion.

(IX) Risks Associated with Any Consolidation of Sales or Purchasing Operations, and Measures to Be Taken in Response:

The Company is scattered in purchase and sales, and has no significant risk.

(X) Effect on and Risk to the Company in the Event a Major Quantity of Shares Belonging to a Director or Shareholder Holding Greater than a 10% Stake in the Company Has Been Transferred or Has Otherwise Changed Hands, and Measures to Be Taken in Response:None

(XI) Effect on and Risk to the Company Associated with Any Change in Governance Personnel or Top Management, and Measures to Be Taken in Response: None

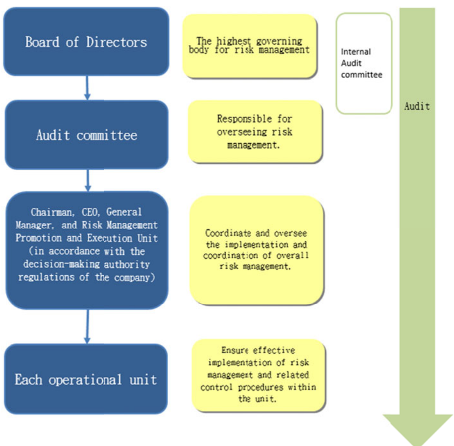
(XII) For litigation or non-litigation events, the major litigation, non-litigation, or administrative dispute cases that have been judged or are pending of the Company and its directors, President, substantive person in charge, major shareholders holding more than 10% of the shares and its affiliates shall be listed; if the results of which are likely to have a material impact on shareholders' equity or the price of securities, the facts in dispute, the amount of the subject matter, the commencement date of the proceeding, the principal parties involved and the disposition as of the date of publication of the annual report shall be disclosed:

1. Any material litigation, non-litigation, or administrative dispute proceeding of the Company which has been judged or is pending in 2024 and as of the publication date of the annual report, the outcome of which is likely to have a material effect on shareholders' equity or securities prices: none.
2. Any material litigation, non-litigation, or administrative dispute proceeding of the directors, President, substantive person in charge, major shareholders holding more than 10% of the shares of the Company and its affiliates, which has been judged or is pending in 2024 and as of the publication date of the annual report, the outcome of which is likely to have a material effect on shareholders' equity or securities prices: none.

(XIII) Other important risks and countermeasures:

Our company appoints the board of directors as the highest governing body for risk management, with the Audit Committee responsible for overseeing the control and supervision of existing or potential risks within the company. This includes considering the company's scale, business characteristics, nature of risks, and operational activities, with risk management being jointly promoted and executed by subordinate organizations and units.

I. The company’s risk management organizational structure is as follows:



II. The company's risk management procedures are as follows:

Program	Directions
Risk Identification	We utilize various feasible analytical tools and methods (such as process analysis, scenario analysis, questionnaire surveys, PESTLE analysis, etc.) based on past experiences and information. Considering both internal and external risk factors, as well as stakeholder concerns, we conduct analyses through both "bottom-up" and "top-down" approaches. This comprehensive approach integrates discussions on strategic, operational, financial, compliance and integrity, emerging risks, and other detrimental event aspects for a thorough identification process.
Risk Analysis	To understand the nature and characteristics of identified risk events, we analyze their probability of occurrence and impact, and calculate the risk value accordingly.
Risk Assessment	Providing the basis for company decision-making, we prioritize risk events for treatment by comparing the results of risk analysis with risk appetite. This serves as a reference for determining the priority order of subsequent risk management and selecting response measures.
Risk Response	Taking into account the company's strategic objectives, internal and external stakeholder perspectives, risk appetite, and available resources, we select risk response strategies to balance achieving objectives with cost-effectiveness.
Risk Oversight and Review	Reviewing the risk management process and the effectiveness of related risk mitigation measures to ensure continuous operation, and incorporating the results of such reviews into performance measurement and reporting matters.

III. Risk management operations in 2024

(1) The company's risk management operations are reported to the Board of Directors at least once a year. For the year 2024, the risk management report was presented to the Board on December 20, 2024.

(2) In accordance with the "Risk Management Policy," the company conducted risk assessments and reviews for key operational projects and reported them to both the Audit Committee and the Board of Directors on February 22, May 9, August 8, November 1, and December 20, 2024. Updates will be provided periodically or as needed based on the progress of each project.

VII. Other Important Matters: None.

Chapter 6. Special Disclosures

I. Related Party Information:Please visit the Market Observation Post System (https://mops.twse.com.tw/mops/) → Single Company → Electronic Document Download → Related Party Transactions Section. Enter company code “2331” to search for relevant information.

II. Private Placement of Securities for 2024 and up to the Date of the Annual Report Publication:None.

III. Other Disclosures:

As of 2024 and up to the date of publication of the annual report, there were no events as defined in Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act that had a significant impact on shareholders’ equity or the price of the company’s securities.

ELITEGROUP COMPUTER SYSTEMS CO., LTD.

Chairman: Wkang-Hsiang Wang

ELITEGROUP COMPUTER SYSTEMS CO., LTD.