Stock Code:2462

TAIWAN LINE TEK ELECTRONIC CO.,LTD

2024 Annual Report

Annual Report Website
Market Observation Post System http://mops.twse.com.tw
Company Website https://www.linetek.com.tw/zh-TW
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1. Spokesperson:
   Name: JIANG, WEN-YU
   Title: Special Assistant to the Chairman
   Telephone: (02)2662-5600#147
   Email: Tom.chiang@linetek.com.tw

2. Acting spokesperson:
   Name: CHEN, YI-JING
   Title: Chief Financial Officer
   Telephone: (02)2662-5600#128
   Email: carol.chen@linetek.com.tw

3. Address and telephone number of the Headquarter, Branch, and Factory:
   1.Headquarter: No. 272, Section 3, Beishen Rd, Shenkeng District
     Telephone: (02)2662-5600
   2.Huizhou: No.2, Yi Fu Wan Road, Xiao Peng Gang Village, Long Xi Town, Bo Luo County, Hui Zhou City, Guang Dong Province, China.
     Telephone: 86-0752-650-9988
   3.Vietnam: No. CN15.5, N1 Road, Chau Son Industrial Zone, Le Hong Phong Ward, Phu Ly Town, Ha Nam Province, Vietnam
     Telephone: 84-022-63967880

4. Name, address, website and telephone number of the Stock Transfer Agency:
   Name: Chairman Securities Corporation Agency Department
   Address: B1F., No.8, Dongxing Rd., Taipei City
   Telephone: (02)2746-3797
   Company website: http：//www.pscnet.com.tw

5. Recent Annual Financial Report signed by Certified Public Accountant:
   Name: LI, SHOU-LIN &Hsu, Ming-Chuan
   Accounting firm: PwC Taiwan
   Address: 27F, No. 333, Sec. 1, Keelung Rd., Xinyi Dist., Taipei 11012, Taiwan
   Telephone: (02)2729-6666
   Company website: http：//www.pwc.tw

6. The name of the overseas securities trading venue where listing and trading takes place, and the method of querying information about the overseas securities: None.
7. Company website: https://www.linetek.com.tw/zh-TW

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I. Letter to shareholders

In 2023, the spread of high inflation hit the European and American markets. The post-epidemic recovery pace is also slow, creating weak and sluggish demand. Industrial active inventory and other global economic problems become the unstable elements of industrial development in 2023. According to data from Canalys, the total shipments of the global PC market in 2023 were 247 million units, and less 13% from 2022. As a result, sales of the Company's connectors and cables slowed down by 18%. Although sales decreased, the Company well control material cost, and purchased automatic production lines to replace labors and to raise up production effect. Therefore, the Company earn remarkable growth 56.79% and 28.92% of gross profit rate and profit after tax. The records are at 10-year high.

Although global economy grew slowly, the Company expects global demand will recover in 2024 and global business will raise. According to the forecast of IMF, annual growth rate of trade will develop to 3.5% from 0.9%. The Company ambitiously built production sites in different territories. A new plant in Vietnam has been completed, and is expected to start production if the first quarter of 2024. Apart from providing localized service to customers, the increased capacity will help to increase revenue and profit of the Company.

1. 2023 Business Report

(1) Status about execution and implementation of Business Plan, and the result

The consolidated income and revenue of the Company was listed below

Unit: in New Taiwan Dollars

Item	Years ended December 31		Growth Rate
	2023	2022	
Consolidated revenue	3,921,191	4,788,065	-18.10%
Consolidated gross profit	637,159	406,390	56.79%
Consolidated income / loss (net)	240,360	21,274	1029.83%
Net profit after tax	269,429	208,994	28.92%
EPS	1.86	1.43	30.07%

(2) Budget execution

The Company did not disclose any financial forecast in 2023. It was not applicable to this subject.

(3) The financial revenue and expenditure, and the analysis of profitability

Item		Years ended December 31	
		2023	2022
Financial Structure %	Ratio of liabilities to assets	43.98	45.50
	Ratio of long-term capital to fixed assets	222.51	213.91
Solvency %	Current Ratio	175.11	146.89
	Quick Ratio	131.47	109.03
	Interest coverage ratio	15.38	7.06
Profitability %	Return on assets (%)	5.50	4.40
	Return on equity (%)	9.39	7.96
	Ratio of Pre-tax net profit to paid-up capital(%)	19.49	11.18
	Net profit ratio (%)	6.87	4.36
	Earnings per share (EPS, NT$)	1.86	1.48

(4) Status about products development

The Company's invested NTD81,313,000 in R&D in 2023, and was 26.75% higher than NTD64,153,000 in 2022. The increased investment mainly focus on development in power cables for electric cars and AI products, and raise up the competitiveness of the Company.

2. 2024 Business Plan

(1) Directions of management

A. The Company will continuousy focus on upgrade of customers and products, then achieve 2024 revenue and profit goals.

B. The Company will strengthen, upgrade, and optimize production management and process, continuously adhere to the implementation of automatic production lines, then finally lower production cost.

C. Plan new products development to fulfil industry trends in the future, and raise up the competitiveness of the Company.

D. Integrate the group's resources, increase production capacity and develop new types to improve the overall efficiency and profit of the group.

E. Actively develop niche market products, and focus on high-end consumer products, automotive, Data center, low-orbit satellite and products of AI-related industries, and creating new business opportunities to break through sales.

Sales Quantities Forecast

Based on business expansion in 2024, new customers and products development, the Company expect sales quantities as 150,000,000 pcs and stable.

Important policies of production and sales

Continuously develop and innovate products for customers, and enhance the added value of products.

To improve production quality and process management, then lower production cost and strength relationship with customers.

To set up new automation production lines, optimize management process, then raise up production efficiency.

D. Actively develop outsourcing manufacturers and strengthen the management of existing manufacturers. Besides, maintain material source and move forward to continuously lower cost plan.

3. Development Strategies in the Future

(1) To expand market share of AC power cables. Continuously move toward to smart home appliances, game consoles, 5G, and AI related power line niche products.

(2) Regarding car cables, actively optimize R&D and production capabilities.

(3) Continue to effectively improve inventory turnover, capacity utilization, capacity gross margin portfolio, and balance both revenue and profit.

(4) Focus on customer demand and products applications, then stabilize current market and emerge opportunities of new markets.

Looking forward to the future, because global demand increase in 2024, it drives the growth of global trade. According to the forecast of IMF, annual growth rate of trade will develop to 3.5% from 0.9%. Driven by the demand for new consumer electronics products and the continuous expansion of AI emerging applications, it is helpful for the market to recover and resume growth. In the face of diverse challenges and rapid market changes, it is the global norm. The company management team is still adhere to the pragmatic attitude of excellence, and is responsible for the Company and create value for shareholders.

Chairman: Long-Shcei Chen
General Manager: Long-Shcei Chen
Chief Accountant：Yi-Jing Chen

II. Company Governance Report

1. Information on the Management Team

(1) Directors Information

29/03/2025 ; Unit: share/%

Title	Nationality or Place of Registration	Name	Sex Age	Appointment Date	Term	Initial Appointment Date	Held shares when appointed		Current shareholding		Spouse and minor children's current holdings		Holding shares under another person's name		Main education & experience	Current concurrent positions in this company and other companies	Other executives, directors, or supervisors who have a spouse or a relative within the second degree of kinship			Note
							Share quantity	Ownership percentage	Share quantity	Ownership percentage	Share quantity	Ownership percentage	Share quantity	Ownership percentage			Title	Name	Relationship	
Chairman	ROC	CHEN, LONG-SHUI	M 81~90	06/16/2023	3 years	06/24/2002	2,000,000	1.41%	2,600,000	1.73%	900,000	0.60%	-	-	National Taipei University of Technology SAN YUAN INVESTMENT CO., LTD. Chairman	Note 1	Director	CHEN, ZHI-MING	Father-Son	
Director	ROC	XIE, GUO-XIONG	M 61~70	06/16/2023	3 years	02/27/2003	4,218,327	2.97%	3,869,379	2.58%	-	-	-	-	SANNO University EVERFULL ELECTRONIC (HUIZHOU) CO., LTD. Chairman	Note 2	None	None	None	-
Director	ROC	LONGWELL COMPANY Representative HUANG, YAN-FENG	M 51~60	06/16/2023	3 years	06/24/2005	39,466,798	27.81%	37,335,611	24.87%	-	-	-	-	University of California, San Diego LONGWELL COMPANY Vice Chairman/ General Manager	Note 3	None	None	None	-
Director	ROC	LONGWELL COMPANY Representative CHEN,CHIEN-CHIH	M 51~60	06/16/2023	3 years	06/13/2008	39,466,798	27.81%	37,335,611	24.87%	-	-	-	-	The Director of TAIWAN LINE TEK ELECTRONIC CO., LTD	Note 4	None	None	None	-
Director	ROC	CHEN, ZHI-MING	M 51-60	06/16/2023	3 years	06/18/2020	2,450,000	1.73%	2,800,000	1.86%	-	-	-	-	New York University MS in Real Estate LINETEK Planning Department Senior Manager	Note 5	Chairman	CHEN, LONG-SHUI	Father-son	-
Independent Director	ROC	FENG, BEN-LI	M 71~80	06/16/2023	3 years	06/16/2007	-	-	-	-	-	-	-	-	Harvard Business School MBA Trans-Pacific Institute LLC Senior Associate	GATEWAY EDUCATION CROUP	None	None	None	-
Independent Director	ROC	LIU, GUO-NAN	F 61~70	06/16/2023	3 years	06/18/2020	-	-	-	-	-	-	-	-	Fu Jen Catholic University Department of Accounting 1996 Certified Public Accountant	GREAT OCEAN CPAS & CO. Person in Charge	None	None	None	-
Independent Director	ROC	SHEN, SYUE-REN	M 51~60	06/16/2023	3 years	06/18/2020	-	-	-	-	-	-	-	-	Fu Jen Catholic University MBA Fu Jen Catholic University Adjunct Associate Professor	Note 6	None	None	None	-
Independent Director	ROC	LIAO,I-FANG	M 61~70	06/16/2023	3 years	06/16/2023	-	-	-	-	-	-	-	-	The Vice General Manager of First Securities Investment Trust Company Limited	Note 7	None	None	None	-

Note 1: SAN YUAN INVESTMENT CO., LTD. Director, Sun Moon Lake Co. Chairman, SAN YUAN INDUSTRIAL CORP. Chairman, Everfull Electronic Co., Ltd. Chairman, ASSOCIATED INTERNATIONAL HOTELS LTD. Chairman, Everfull Electronic (Shenzhen) Co., Ltd. Director, Everfull Electronic (Huizhou) Co., Ltd. Director, Everfull Electronic (Huizhou) Co., Ltd. Chairman, SMART GUY LIMITED Director, Suzhou Taifeng Electron Technology Co., Ltd. Director, Fulin Investment Co., Ltd. Chairman, LONGWELL COMPANY Director Representative, SAN YUAN CO., LTD. Chairman, Pao Chiang International Development Co. Chairman, Linetek International Ltd. Chairman.

Note 2: Fulin Investment Co., Ltd. Director, Everfull Electronic (Shenzhen) Co., Ltd. Chairman, Everfull Electronic (Huizhou) Co., Ltd. Director, Linetek Electronics (Japan) Co. Ltd. Chairman, SMART GUY LIMITED Director, Suzhou Taifeng Electron Technology Co., Ltd. Director, Shin Kong Global Venture Capital Corp Director Representative.

Note 3: Ming Shu Enterprise Co., Ltd. Director Representative, Lu Bo Investments Co., Ltd. Chairman, Ming Hui Construction Co., Ltd. Director.

Note 4: The Director of Ming-Shu Co., Ltd., WEILIWEIAN INVESTMENT CO., LTD. Chairman.

Note 5: LINETEK Chief Executive Officer, Everfull Electronic Co., Ltd. Director, Everfull Electronic (Huizhou) Co., Ltd. Director, Linetek Electronics (Japan) Co. Ltd. Director, Kai Lian International Co., Ltd. Director, Linkworld Hotel Taichung Co., Ltd. Chairman, SAN YUAN INVESTMENT CO., LTD. Supervisor, Sun Moon Lake Co. Director, SAN YUAN INDUSTRIAL CORP. Director, LINKWORLD GROUP INC. Director, FAST GREAT LTD. Director, LINE TEK ELECTRONIC (VIETNAM) CO., LTD. Director.

Note 6: Thermaltake Technology Co, Ltd. Director, Lida Holdings Independent Director, Taiwan Chinsan Electronic Industrial Co., Ltd. Independent Director, The Sunshine Food CO., LTD. Supervisor.

Note 7: Pan Cycle Clean Tech Co., Ltd. Chairman, Hua Nan Securities Co., Ltd. Director.

(2)Table 1: Major shareholders of corporate shareholders

29/03/2025

Name of corporate shareholder	Major shareholder(s) of corporate shareholder(s)	Ownership percentage
LONGWELL COMPANY	ZHANG, RUI-MIN	4.83%
	HUANG, YAN-FENG	2.17%
	LI, CHUN-ZHENG	2.13%
	UBS Europe SE Investment Account under the custody of Citibank	1.97%
	Shilian Investment Co., Ltd.	1.63%
	Ruijin Investment Co., Ltd.	1.53%
	WU, SHU-CHEN	1.25%
	Honlin Investment Co., Ltd.	1.16%
	Jinlihong Investment Co., Ltd.	1.13%
	Baiwei Investment Co., Ltd.	1.05%

(3)Table 2: Major shareholder of the legal entity in table 1

29/03/2025

Name of corporate shareholder	Major shareholder(s) of corporate shareholder(s)	Ownership percentage
Shilian Investment Co., Ltd.	Chen, Zhi-Jie	25.00%
	Chen, Zhi-Ming	25.00%
	Chen, Long-Shui	20.00%
	Zhou, Mei-Nu	15.00%
	Chen, Shu-Yi	15.00%
Ruijin Investment Co., Ltd.	Xie, Yu-Yan	64.64%
	Ai, Tian-Xi	18.35%
	Ai, Xin-Yi	17.01%
Honlin Investment Co., Ltd.	Xie, Yu-Hui	30.00%
	Zhu, Wen-Yi	30.00%
	Zhu, Han	20.00%
	Zhu, Ning	20.00%
Jinlihong Investment Co., Ltd.	Estate Account of Xie, Tian-Fu	71.07%
	Xie, Wan-Hua	10.30%
	Samoa Yafu International Co., Ltd.	18.63%
Baiwei Investment Co., Ltd.	Jian, Hui-Wen	33.33%
	Jian, Jia-Sheng	30.00%
	Hong, Qiu-Xia	22.00%
	Jian, Yi-Jing	14.67%

(4) Director's professional qualifications and independent director's status of independence disclosure:

Condition / Name	Professional eligibility and experience(Note 1)	Status of Independence(Note 2)	Number of independent directorships held in other publicly traded companies
Chairman CHEN, LONG-SHUI	1. Graduated from National Taipei University of Technology, currently serving as the General Manager of the Company, Chairman of Sun Moon Lake Co., Chairman of Shan Yuan Industrial Co., Ltd., and Chairman of several investment, restaurant, residential and commercial property development and leasing companies. Experienced in business investment and commercial trade, with over 50 years of management experience in the industry, and more than five years of work experience in business, finance, and company operations. 2. No circumstances as stipulated in Article 30 of the Company Act.	1. Holds the position of General Manager and is a managerial staff member of the Company. 2. Has a second-degree relationship with the Company's director, Chen Chih-Ming. 3. Also serves as the Chairman and director of related companies affiliated with the Company. 4. Serves as the Chairman of the board and a shareholder of Shihlian Investments Co., Ltd., which is one of the top ten corporate shareholders of the Company. 5. Meets all other relevant independence requirements.	0
Director XIE, GUO-XIONG	1. Graduated from Japan's SANNO UNIVERSITY, previously served as the Chairman and CEO of the Company. Currently, he is also serving as the Chairman of Everfull Electronics (Huizhou) Co., Ltd., Director of Suzhou Taiyifeng Electron Technology Co., Ltd., and Director and Representative of Taiwan Shin Kong Global Venture Capital Corp. He has more than five years of working experience in business, finance, and corporate affairs. 2. No circumstances falling under any subparagraph of Article 30 of the Company Act.	1. Serves as the Chairman and a director of related companies affiliated with the Company. 2. Is one of the top ten individual shareholders of the Company. 3. Meets all other relevant independence requirements.	0
Director LONGWELL COMPANY HUANG, YAN-FENG	1. Graduated from University of California, San Diego. Formerly served as the head of Guohua Securities, Vice Chairman and General Manager of LONGWELL COMPANY. Currently serving as Chairman of Ming Shu Enterprise Co., Ltd. And Chairman of multiple investment and real estate leasing companies. Has over 20 years of work experience in corporate governance, business, finance, and company operations. 2. No circumstances under any subparagraph of Article 30 of the Company Act.	1. LONGWELL COMPANY holds more than 5% of the issued shares of the Company as a corporate shareholder. 2. Mr. Huang, Yan-Feng was elected as a director, designated by Lian Wei Technology Co., Ltd. 3. The rest meet the relevant independence requirements.	0
Director LONGWELL COMPANY CHEN, CHIEN-CHIH	1. Graduated from Japan's Kyorin University, previously served as the Director of the Company, currently serving as Director of Ming Shu Enterprise Co., Ltd., majoring in Business Management, specializing in corporate strategy analysis and market research analysis, with more than 20 years of experience in business, finance and company operations, and having the experience required for company operations. 2. No circumstances specified in Article 30 of the Company Act.	1. LONGWELL COMPANY holds more than 5% of the issued shares of the Company as a corporate shareholder. 2. Mr. Chen, Chien-Chih was elected as a director, designated by Lian Wei Technology Co., Ltd. 3. The rest meet the relevant independence requirements.	0
Director CHEN, ZHI-MING	1. Graduated from the School of Hotel Administration at New York University in the United States with a dual Master's degree in Investment Management and Real Estate Investment Management. Formerly worked as a Financial Advisor at J.B. Oxford & Co, Investment Officer at Linkworld Investment LLC, specializing in entrepreneurial investment management, operational planning, strategic management, and serving as a director for multiple companies to contribute expertise in corporate governance. Has more than 5 years of work experience in business, finance, and corporate operations. 1. No circumstances falling under any of the subparagraphs of Article 30 of the Company Act.	1. Has a second-degree relationship with the Company's Chairman, Chen, Long-Shui. 2. Is one of the top ten individual shareholders of the Company. 3. Meets all other relevant independence requirements.	0
Independent Director FENG, BEN-LI	1. Graduated from Harvard Business School with an MBA in Business Administration, and has over 30 years of experience in investment banking. Formerly served as the Chairman of Kwang Hua Securities Investment & Trust Co. Ltd., Head of Citibank's New York Branch, Senior Partner of Trans-Pacific Institute LLC, and Director of Gateway Education Group. Possesses a professional background in financial securities investment, with more than five years of work experience in business, finance, and corporate operations. 2. No situation falling under the provisions of Article 30 of the Company Act.	1. Neither I, my spouse, nor any second-degree relatives have held any positions in the Company or its affiliated enterprises. 2. Neither I, my spouse, nor any second-degree relatives (or anyone using our names) hold more than 1% of the total issued shares of the Company. 3. There is no situation where an independent director has to be appointed according to the provisions of Article 3, Paragraph 1, Subparagraphs 5-8 of the Regulations Governing the Establishment of Independent Directors of Public Companies. 4. There has been no situation in the past 2 years where I provided business, legal, financial, accounting, or other services to the Company or its affiliated enterprises and received compensation for such services.	-

<table>
<tr><th>Condition / Name</th><th>Professional eligibility and experience(Note 1)</th><th>Status of Independence(Note 2)</th><th>Number of independent directorships held in other publicly traded companies</th></tr>
<tr><td>Independent Director LIU, GUO-NAN</td><td>1. Graduated from the Department of Accounting at Fu Jen Catholic University, served as a teaching assistant at the same university, and holds professional qualifications as a certified public accountant, land registration agent, tax agent, and patent agent. Currently serving as the head of GREAT OCEAN CPAS & CO., a certified public accountant firm, with more than 20 years of experience in accounting practice. Has extensive experience in accounting, finance, and taxation, as well as more than five years of work experience in business, finance, and corporate affairs.
2. No circumstances falling under any subparagraphs of Article 30 of the Company Act.</td><td rowspan="3">1. Neither I, my spouse, nor any second-degree relatives have held any positions in the Company or its affiliated enterprises.
2. Neither I, my spouse, nor any second-degree relatives (or anyone using our names) hold more than 1% of the total issued shares of the Company.
3. There is no situation where an independent director has to be appointed according to the provisions of Article 3, Paragraph 1, Subparagraphs 5-8 of the Regulations Governing the Establishment of Independent Directors of Public Companies.
4. There has been no situation in the past 2 years where I provided business, legal, financial, accounting, or other services to the Company or its affiliated enterprises and received compensation for such services.</td><td>-</td></tr>
<tr><td>Independent Director SHEN, SYUE-REN</td><td>1. Graduated from the Graduate Institute of Management at Fu Jen Catholic University, previously served as a part-time assistant professor at Fu Jen Catholic University and Vice General Manager of the Industrial Technology Research Institute (ITRI). Currently serves as a director at Thermaltake Technology Co., Ltd., an independent director at Taiwan Chinsan Electronic Industrial Co., Ltd. and Lida Holdings. Has more than five years of experience in business, finance, and corporate operations.
2. No circumstances under Article 30 of the Company Act.</td><td>2</td></tr>
<tr><td>Independent Director LIAO,I-FANG</td><td>1. Graduated from the Graduate Institute of Finance at National Changhua University of Education Department, previously served as The Vice General Manager of First Securities Investment Trust Company Limited. Currently serves as The Chairman of Pan Cycle Clean Tech Co., Ltd. Has more than five years of experience in business, finance, and corporate operations.
2. No circumstances under Article 30 of the Company Act.</td><td>-</td></tr>
</table>

Note 1: Professional qualifications and experience: Describe the individual qualifications and experience of each director and supervisor, and if they are members of the audit committee and possess accounting or financial expertise, their accounting or financial background and work experience should be described, and whether there are any circumstances under any of the provisions of Article 30 of the Company Act should also be explained.

Note 2: Independent directors should describe their Status of Independence, including but not limited to whether the individual, spouse, or relatives within two degrees of kinship hold any position as a director, supervisor, or employee of the Company or its related enterprises; the number and percentage of company shares held by the individual, spouse, or relatives within two degrees of kinship (or in the name of others); whether the individual holds any position as a director, supervisor, or employee of any company with a specific relationship to the Company (reference to the provisions of Article 3, Paragraph 1, Subparagraphs 5-8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies); and the remuneration received for providing business, legal, financial, accounting, or other services to the Company or its related enterprises in the past two years.

(5) The diversity and status of independence of the Board of Directors:

1. The diversity of the Board of Directors:

The Company places great emphasis on the diversity of its board members to strengthen corporate governance and promote the sound development of the board's composition and structure. The Company's "Corporate Governance Guidelines" stipulate that directors as a whole should possess the following abilities:

1. Operational judgment capability.
2. Accounting and financial analysis ability.
3. Business management ability.
4. Crisis management ability.
5. Industry knowledge.
6. International market perspective.
7. Leadership ability.
8. Decision-making ability.

To strengthen corporate governance and promote the sound development of the composition and structure of the Board of Directors, the composition of the Board should consider the Company's structure, business development direction, future trends, and assess diversity, without limitations on gender, race, or nationality. The members of our Board of Directors have different professional backgrounds and work areas.

The Board of Directors of our company is composed of 9 directors, including 5general directors and 4 independent directors. The members have professional experience in banking, securities, and asset management, as well as rich experience and expertise in accounting, business, and risk management.

The Company also emphasizes gender equality in the composition of the Board of Directors. Currently, there is one female director among the nine directors, accounting for 11% of the total. Two directors are also employees of the Company, accounting for 22%. One independent directors have been in office for less than 3 years, and two independent director has been in office for 7-9 years.

(1) The implementation status is as follows:

Title	Name	Sex	Adjunct employee	Age					Independent Director Tenure			Diverse Core Competencies							
				Age 41 to 50	Age 51 to 60	Age 61 to 70	Age 71 to 80	Age 80 and older	Less than 3 years	3 to 9 years	More than 9 years	Operational judgement	Financial Accounting	Business management	Crisis management	Industrial Knowledge	International market perspective	Leadership skills	Decision-making ability
Chairman	CHEN, LONG-SHUI	M	V					V				V	V	V	V	V	V	V	V
Director	XIE, GUO-XIONG	M				V						V	V	V	V	V	V	V	V
Director	CHEN, ZHI -MING	M	V		V							V	V	V	V	V	V	V	V
Director	LONGWELL COMPANY Legal Representative: HUANG, YAN-FENG	M			V							V		V	V	V	V	V	V
Director	LONGWELL COMPANY Legal Representative: CHEN, CHIEN-CHIH	M			V							V		V	V	V	V	V	V
Independent Director	FENG, BEN-LI	M					V			V		V	V	V	V	V	V	V	V
Independent Director	LIOU, GUO-NAN	F				V				V		V	V	V	V	V		V	V
Independent Director	SHEN, SYUE-REN	M			V					V		V		V	V	V		V	V
Independent Director	LIAO,I-FANG	M				V			V			V	V	V	V	V		V	V

(2) Specific management goals and achievement status of the Board of Directors' diversity policy:

Management Objectives	Performance Outcome
The number of directors concurrently serving as company executives does not exceed one-third of the total number of directors.	Accomplished
The Employee Statistics of the group company holding positions as directors is less than one-third of the total number of directors.	Accomplished
The Company's Board of Directors includes at least one female director.	Accomplished
The number of independent directors is one-third or more of the total number of directors.	Accomplished
The tenure of more than half of the independent directors does not exceed three consecutive terms.	Accomplished

2. The Status of Independence of the Board of Directors:

The current Board of Directors of our company consists of 9 directors, including 4 independent directors. The proportion of independent directors to the total number of directors is 44.44%. Moreover, there are no more than two directors who have a spouse or a relative within the second degree of kinship, and there are no circumstances as provided in Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act. The primary responsibility of our company's Board of Directors is to supervise the Company's compliance with laws, ensure financial transparency, timely disclose important information, and make objective and independent judgments on the Company's financial business. Therefore, the selection of directors has already complied with legal requirements. Please refer to the "Disclosure of Information on Directors' Professional Qualifications and the Independence of Independent Directors" for an explanation of the independence of the Board of Directors.

(6) Information on the Management Team

03/29/2024; Unit: share/%

Title (Note 1)	Nationality	Name	Sex	Date of assumption of office	Shareholding		Spouse and minor children's current holdings		Holding shares under another person's name		Main education & experience (Note 2)	Current concurrent positions in other companies	Manager with spouse or second-degree relatives' relationship.			Note
					Share quantity	Ownership percentage	Share quantity	Ownership percentage	Share quantity	Ownership percentage			Title	Name	Relationship	
Chairman and General Manager	ROC	CHEN, LONG-SHUI	M	07/01/2017	2,600,000	1.73 %	900,000	0.60%	-	-	National Taipei University of Technology SAN YUAN INVESTMENT CO., LTD. Chairman	Note 3	CEO	CHEN, ZHI-MING	Father-son	Note 5
Chief Executive Officer	ROC	CHEN, ZHI-MING	M	03/11/2024	2,800,000	1.86 %	-	-	-	-	New York University MS in Real Estate LINETEK Planning Department Senior Manager	Note 4	General Manager	CHEN, LONG-SHUI	Father-son	-
Executive Deputy General Manager	ROC	HUANG, YOU-XIANG	M	10/20/2020	-	-	51,500	0.03%	-	-	Department of Industrial Engineering, Tunghai University Walsin Lihwa Corporation/HannStar Display Corp Executive Deputy General Manager	None	None	None	None	-
Chief Financial Officer (Deputy General Manager)	ROC	CHEN, YI-JING	F	11/11/2022	24,000	0.02%					National Central University EMBA DataVan International Corp. Deputy General Manager of Finance and Administration, spokesperson	Linetek Electronics (Vietnam) Co. Ltd. Director	None	None	None	-
Chairman's special assistant and spokesperson/ Assistant Manager	ROC	JIANG, WEN-YU	M	09/12/2017	-	-	-	-	-	-	Takming University of Science and Technology UBP ASSET MANAGEMENT TAIWAN Deputy General Manager of Business Execution	Touch Panel Maker Acute Touch Technology Co., Ltd. Supervisor Everfull Electronics (Huizhou) Co., Ltd. Supervisor EVERFULL DEVELOPMENT CO., LTD. Supervisor Linetek Electronics (Japan) Co. Ltd. Supervisor	None	None	None	-
Assistant General Manager	ROC	Tseng Shui-sen	M	08/20/2023	-	-	-	-	-	-	Master's Degree in Materials Science and Engineering, National Taiwan University	Everfull Electronics (Huizhou) Co., Ltd. General Manager of Operations	None	None	None	-

Note1：Should include information about the general manager, deputy general managers, assistant general managers, heads of each department and branch office, as well as those who hold positions equivalent to the general manager, deputy general managers, or assistant general managers, regardless of their job title.

Note2：Related work experiences during the period at any auditing firm or affiliated enterprises should be disclosed, including job titles and responsibilities held.

Note3：SAN YUAN INVESTMENT CO., LTD. Director、Sun Moon Lake Co. Chairman、SAN YUAN INDUSTRIAL CORP. Chairman、Everfull Electronics Co., Ltd. Chairman、Kai Lian International Co., Ltd. Chairman、Everfull Electronic Co., Ltd. (Shenzhen)Director、Everfull Electronics (Huizhou) Co., Ltd. Director、Everfull Development Co., Ltd. Chairman、SMART GUY LIMITED Director、Taiyifeng Electron Technology Co., Ltd. Director、Fulin Investment Co., Ltd. Chairman、LONGWELL COMPANY Director Representative、LINKWORLD GROUP INC. Chairman、Bao Ciang International Development Co. Chairman、Linetek Electronic Co., Ltd. Chairman。

Note4：LINETEK Chief Executive Officer, Everfull Electronic Co., Ltd. Director, Everfull Electronic (Huizhou) Co., Ltd. Director, Linetek Electronics (Japan) Co. Ltd. Director, Kai Lian International Co., Ltd. Director, Linkworld Hotel Taichung Co., Ltd. Chairman, SAN YUAN INVESTMENT CO., LTD. Supervisor, Sun Moon Lake Co. Director, SAN YUAN INDUSTRIAL CORP. Director, LINKWORLD GROUP INC. Director, FAST GREAT LTD. Director. LINE TEK ELECTRONIC (VIETNAM) CO., LTD. Director.

Note5：If the general manager or equivalent (highest managerial personnel) is the same person as the Chairman, their spouse, or a first-degree relative, the related information on the reasons, justifications, necessity, and corresponding measures (such as increasing the number of independent director seats, and ensuring that more than half of the directors do not concurrently serve as employees or managerial personnel) should be disclosed: Mr. CHEN, LONG-SHUI, the Chairman of our company, possesses professional management knowledge and insight into industry trends and changes. He has strategically planned the Company's product lines and future blueprint, integrated cross-industry strategic cooperation, and improved the Company's operational efficiency. Moreover, more than half of our directors do not concurrently serve as employees or managerial personnel.

2. Remuneration paid to Directors (including Independent Directors), General Manager, and Deputy General Managers in the most recent fiscal year

(1) The remuneration of non-executive directors and independent directors.

12/31/2024 Unit: (NTD) thousand dollars /%

Title	Name	Director Remuneration								The total amount and the proportion to the after-tax net profit of four items, including A, B, C, D (Note10)		Related remuneration received by dual employees								The total amount and the proportion to the after-tax net profit of seven items, including A, B, C, D, E, F, and G (Note10)		Received remuneration from investments outside of subsidiary companies or from the parent company
		Remuneration (A) (Note2)		Retirement Pension (B)		Directors' remuneration (C)(Note3)		Operational expenses (D)(Note4)				Salary, bonus, and special allowances (E) (Note5)		Retirement Pension (F)		Employee Remuneration(G) (Note6)						
		The Company	All companies included in the financial report (Note7)	The Company	All companies included in the financial report (Note 7)	The Company	All companies included in the financial report (Note 7)	The Company	All companies included in the financial report (Note7)	The Company	All companies included in the financial report (Note7)	The Company	All companies included in the financial report (Note7)	The Company	All companies included in the financial report (Note7)	The Company		All companies included in the financial report (Note7)		The Company	All companies included in the financial report (Note7)	
																Cash amount	Stock amount	Cash amount	Stock amount			
Director	CHEN, LONG-SHUI	-	-	-	-	2,693	2,693	370	370	3,063 1.37%	3,063 1.37%	4,990	4,990	-	-	777	-	777	-	8,830 3.94%	8,830 3.94%	None
Director	XIE, GUO-XIONG	2,640	2,640	-	-	1,615	1,615	488	488	4,743 2.11%	4,743 2.11%	-	-	-	-	-	-	-	-	4,743 2.11%	4,743 2.11%	None
LONGWELL COMPANY Corporation Director	Representative HUANG, YAN-FENG (Note 1)	-	-	-	-	1,077	1,077	366	366	1,443 0.64%	1,443 0.64%	-	-	-	-	-	-	-	-	1,443 0.64%	1,443 0.64%	None
	Representative CHEN, CHIEN-CHIH (Note 1)	-	-	-	-	1,077	1,077	370	370	1,447 0.64%	1,447 0.64%	-	-	-	-	-	-	-	-	1,447 0.64%	1,447 0.64%	None
Director	CHEN, ZHI -MING	-	-	-	-	2,154	2,154	368	368	2,522 1.12%	2,522 1.12%	1,146	3,296	-	-	439	-	439	-	4,107 1.83%	6,257 2.79%	None
Independent Director	FENG, BEN-LI	-	-	-	-	646	646	428	428	1,074 0.48%	1,074 0.48%	-	-	-	-	-	-	-	-	1,074 0.48%	1,074 0.48%	None
Independent Director	LIU, GUO-NAN	-	-	-	-	646	646	370	370	1,016 0.45%	1.016 0.45%	-	-	-	-	-	-	-	-	1,016 0.45%	1,016 0.45%	None
Independent Director	SHEN, SYUE-REN	-	-	-	-	431	431	368	368	799 0.36%	799 0.36%	-	-	-	-	-	-	-	-	799 0.36%	799 0.36%	None
Independent Director	LIAO,I-FANG	-	-	-	-	431	431	370	370	801 0.36%	801 0.36%	-	-	-	-	-	-	-	-	801 0.36%	801 0.36%	None

1. The policy, system, standards, and structure for payment of independent director remuneration should be described, and the correlation between the duties, risks, time investment, and the amount of remuneration paid should be stated based on these factors:
   The Company's independent director remuneration is determined by the salary and remuneration committee based on the Company's director and independent director remuneration and expense allocation table.
2. In addition to the disclosed information in the above table, the remuneration received by the Company's directors for services provided in the latest fiscal year (such as serving as consultants to the parent company/All companies included in the financial report/outside of employees in investee companies) is: None.

Note1 : The legal representative was changed and re-appointed on June 16, 2023.

Salary Range Table

The remuneration range for each director of the Company	Name of Director			
	Total amount of the first four items of remuneration (A+B+C+D)		Total amount of the first seven items of remuneration (A+B+C+D+E+F+G)	
	The Company(Note 8)	All companies included in the financial report(Note9) H	The Company (Note 8)	All companies included in the financial report(Note 9)I
Below NTD 1,000,000	SHEN, SYUE-REN / LIAO,I-FANG	SHEN, SYUE-REN LIAO,I-FANG	SHEN, SYUE-REN LIAO,I-FANG	SHEN, SYUE-REN LIAO,I-FANG
NTD1,000,000（included）～2,000,000（not included）	LONGWELL COMPANY HUANG, YAN-FENG/ CHEN, CHIEN-CHIH/ FENG, BEN-LI/ LIU, GUO-NAN	LONGWELL COMPANY HUANG, YAN-FENG/ CHEN, CHIEN-CHIH/ FENG, BEN-LI/ LIU, GUO-NAN	LONGWELL COMPANY HUANG, YAN-FENG/ CHEN, CHIEN-CHIH/ FENG, BEN-LI/ LIU, GUO-NAN	LONGWELL COMPANY HUANG, YAN-FENG/ CHEN, CHIEN-CHIH/ FENG, BEN-LI/ LIU, GUO-NAN
NTD 2,000,000（included）～3,500,000（not included）	CHEN, LONG-SHUI / CHEN, ZHI-MING	CHEN, LONG-SHUI / CHEN, ZHI-MING		
NTD 3,500,000（included）～5,000,000（not included）	XIE, GUO-XIONG	XIE, GUO-XIONG	XIE, GUO-XIONG/ CHEN, ZHI-MING	XIE, GUO-XIONG
NTD 5,000,000（included）～10,000,000（not included）			CHEN, LONG-SHUI	CHEN, LONG-SHUI/ CHEN, ZHI-MING
NTD 10,000,000（included）～15,000,000（not included）				
NTD 15,000,000（included）～30,000,000（not included）				
NTD 30,000,000（included）～50,000,000（not included）				
NTD 50,000,000（included）～100,000,00（not included）				
Above NTD 100,000,000				
Total	11	11	11	11

Note 1: The names of each Director, including the corporate shareholder and the representative of the corporate shareholder, should be disclosed separately. The table should distinguish between non-independent Directors and independent Directors and summarize the amount of compensation paid to each Director. If a Director concurrently serves as the General Manager or Deputy General Manager, the compensation paid to them should be reported in both this table and Table (III) below.

Note 2: This refers to the remuneration of Directors in the most recent year, including Director salary, position allowance, severance pay, various bonuses, incentives, etc.

Note 3: To fill in the amount of director remuneration distributed by the Board of Directors in the most recent fiscal year.

Note 4: This refers to the related business execution expenses of the Director in the latest fiscal year (including transportation and accommodation allowances, subsidies, dormitories, cars, and other forms of tangible support, etc.). If housing, cars, or other means of transportation are provided, the nature and cost of the assets provided should be disclosed, as well as the actual rent or fair market value, fuel costs, and other expenses. If a driver is provided, please provide a note explaining the compensation paid by the Company to the driver, but this is not included in the Director's remuneration.

Note 5: This refers to the remuneration received by Directors who also serve as employees (including those who serve as General Manager, Deputy General Manager, other managers, and employees) in the most recent year, including Salary, job allowance, severance pay, various bonuses, incentives, transportation and other allowances, dormitory, car rental and other tangible benefits provided, etc. If the Company provides housing, cars, and other vehicles or exclusive personal expenses, the nature and cost of the assets provided, the actual or fair market rent, fuel costs, and other benefits should be disclosed. If there is a driver, please attach a note to explain the relevant compensation paid by the Company to the driver, but it is not included in the remuneration. In addition, Salary expenses recognized in accordance with IFRS 2 "Share-based Payments", including the acquisition of employee share option certificates, restricted employee rights new shares, and participation in cash capital increase subscription shares, should also be included in the remuneration.

Note 6: This refers to the amount of employee compensation (including stocks and cash) received by Directors who also serve as employees (including those who serve as General Manager, Deputy General Manager, other executives, and employees). The amount of employee compensation distributed by the Directors in the most recent year should be disclosed, and if it cannot be estimated, the proposed distribution amount for this year should be calculated based on the proportion of actual distribution amount from last year, and an attachment table (Table 5) should also be completed.

Note 7: The total amount of remuneration paid to The Company Directors, including all companies (including The Company) in the consolidated report, should be disclosed.

Note 8: The total amount of remuneration paid by The Company to each Director should be disclosed, and the Director's name should be disclosed in the corresponding range.

Note 9: The total amount of remuneration paid to each Director of The Company by all companies (including The Company) in the consolidated report should be disclosed, and the Director's name should be disclosed in the corresponding range.

Note 10: Net profit after tax refers to the net profit after tax in the most recent individual or separate financial statements.

Note 11: a. The amount of remuneration received by the Company's Directors from investees or related companies outside of subsidiaries should be clearly filled in this column (if none, please fill in "none").

b. If the Company's Directors receive remuneration from investees or related companies outside of subsidiaries, the remuneration received by the Company's Directors from investees or related companies outside of subsidiaries should be included in column I of the remuneration range table, and the column name should be changed to "Parent Company and All Investees".

c. Remuneration refers to the remuneration, compensation (including employee, Director, and supervisor compensation), and business execution expenses related to the Directors of the Company serving as Directors, supervisors, or managers in investees or related companies outside of subsidiaries.

(2) Remuneration for the General Manager and Deputy General Manager

12/31/2024 Unit:(NTD) thousand dollars/%

Title	Name	Salary(A) (Note2)		Retirement Pension(B)		Bonus and special allowances etc.(C) (Note 3)		Employee Remuneration Amount(D) (Note 4)				The total amount and the proportion to the after-tax net profit of seven items, including A, B, C, and D (%) (Note 8)		Director's remuneration received from subsidiaries outside of the Company or from the parent company. (Note 9)
		The Company	All companies included in the financial report (Note 5)	The Company	All companies included in the financial report (Note 5)	The Company	All companies included in the financial report (Note 5)	The Company		All companies included in the financial report (Note 5)		The Company	All companies included in the financial report (Note 5)	
								Cash amount	Stock amount	Cash amount	Stock amount			
General Manager	CHEN, LONG-SHUI	3,490	3,490	-	-	1,500	1,500	777	-	777	-	5,767 2.57%	5,767 2.57%	None
Chief Executive Officer	CHEN, ZHI -MING	886	2,702	-	-	260	594	439	-	439	-	1,585 0.71%	3,735 1.67%	None
Executive Deputy General Manager	HUANG, YOU-XIANG	3,205	3,205	108	108	650	650	677	-	677	-	4,640 2.06%	4,640 2.06%	None
Chief Financial Officer (Deputy General Manager)	CHEN, YI-JING	2,198	2,198	108	108	780	780	635	-	635	-	3,721 1.66%	3,721 1.66%	None

Note: Mr. CHEN, ZHI-MING assumed office on March 11, 2024.

Salary Range Table

The remuneration range for each director of the Company	Names of the General Manager and Deputy General Manager	
	The Company (Note 6)	All companies included in the financial report (Note7) E
Below NTD 1,000,000		
NTD1,000,000（included）～2,000,000（not included）	CHEN, ZHI -MING	
NTD 2,000,000（included）～3,500,000（not included）		
NTD 3,500,000（included）～5,000,000（not included）	HUANG, YOU-XIANG / CHEN, YI-JING	CHEN, ZHI -MING / HUANG, YOU-XIANG CHEN, YI-JING
NTD 5,000,000（included）～10,000,000（not included）	CHEN, LONG-SHUI	CHEN, LONG-SHUI
NTD 10,000,000（included）～15,000,000（not included）		
NTD 15,000,000（included）～30,000,000（not included）		
NTD 30,000,000（included）～50,000,000（not included）		
NTD 50,000,000（included）～100,000,00（not included）		
Above NTD 100,000,000		
Total	4	4

Note1：The names of the General Manager and Deputy General Manager should be listed separately, and the various payment amounts should be disclosed in a summarized manner. If a Director also serves as the General Manager or Deputy General Manager, both this table and Table (1) should be filled out.

Note2：The most recent year's salary, job allowance, and severance pay of the General Manager and Deputy General Manager should be listed.

Note3：The various bonuses, incentives, transportation expenses, special support fees, various allowances, dormitories, cars, and other forms of remuneration received by the General Manager and Deputy General Manager in the most recent year should be listed. If housing, cars, and other means of transportation are provided, the nature and cost of the provided assets, the actual or fair market rental fees, fuel costs, and other benefits should be disclosed. If a driver is provided, a note should be included explaining the related compensation provided by the Company, but this should not be included in the remuneration. In addition, the salary expenses recognized under IFRS 2 "Share-based Payments," including the acquisition of employee stock options, restricted employee rights to new shares, and participation in cash capital increases to subscribe for shares, should also be included in the remuneration.Note4：The amount of employee compensation (including stocks and cash) allocated to the General Manager and Deputy General Manager by the Board of Directors in the most recent year should be listed. If an estimate is not available, the proposed distribution amount for this year should be calculated based on the ratio of the actual distribution amount from the previous year, and Table (5) should also be filled out.

Note5：The total amount of all companies (including The Company) in the consolidated report that provided various remuneration to the General Manager and Deputy General Manager of The Company should be disclosed.

Note6：The total amount of remuneration provided by The Company to each General Manager and Deputy General Manager should be disclosed in the corresponding salary range, with the names of the General Manager and Deputy General Manager listed.

Note7：The total amount of remuneration provided to each General Manager and Deputy General Manager of The Company by all companies (including The Company) in the consolidated report should be disclosed in the corresponding salary range, with the names of the General Manager and Deputy General Manager listed.

Note8："Net profit after tax" refers to the net profit after tax in the most recent year's individual or separate financial statements.

Note9：a. This column should clearly list the amount of remuneration received by the General Manager and Deputy General Manager of the Company from investment companies or parent companies outside of subsidiaries (if "None," then please fill in "None").
b. "Remuneration" refers to the compensation, remuneration (including employee, Director, and supervisor remuneration), and business execution expenses related to the General Manager and Deputy General Manager serving as a Director, supervisor, or manager of investment companies or parent companies outside of subsidiaries.

(3) Compensation of the top five highest-paid executives in listed and OTC companies

12/31/2024 Unit: (NTD) thousand dollars

Title	Name	Salary (A) (Note 2)		Retirement pensions (B)		Bonuses and special allowances, etc. (C) (Note 3)		Employee compensation amount (D) (Note 4)				A, B, C, and D total as a percentage of after-tax net income (%) (Note 6)		Compensation received from entities other than subsidiaries or related to the parent company (Note 7))
		The Company	All companies within the financial statements (Note 5)	The Company	All companies within the financial statements (Note 5)	The Company	All companies within the financial statements (Note 5)	The Company		All companies within the financial statements (Note 5)		The Company	All companies within the financial statements (Note 5)	
								Cash amount	Stock amount	Cash amount	Stock amount			
General Managerial Officer	CHEN, LONG-SHUI	3,490	3,490	-	-	1,500	1,500	777	-	777	-	5,767 2.57%	5,767 2.57%	None
Executive Deputy General Managerial Officer	HUANG, YOU-XIANG	3,205	3,205	108	108	650	650	677	-	677	-	4,640 2.06%	4,640 2.06%	None
Chief Executive Officer	CHEN, ZHI -MING	886	2,702	-	-	260	594	439	-	439	-	1,585 0.71%	3,735 1.67%	None
Chief Financial Officer (Deputy General Manager)	CHEN, YI-JING	2,198	2,198	108	108	780	780	635	-	635	-	3,721 1.66%	3,721 1.66%	None
Assistant Manager	ZENG, SHUI-SEN	1,160	2,311	70	70	335	670	199	-	199	-	1,764 0.79%	3,250 1.45%	None

Note 1: The term " Compensation of the top five highest-paid executives " refers to the highest-paid executives in terms of compensation in listed and OTC companies. The criteria for identifying these executives are based on the regulations specified in the letter from the Ministry of Finance and the Securities and Futures Bureau dated March 27, 2003, with the reference number T.C. III. No. 0920001301. The calculation and determination of the " Compensation of the top five highest-paid executives " principle is based on the total amount received by the Company's executives from consolidated financial reports, including salaries, retirement pensions, bonuses, special allowances, and the total amount of employee compensation (i.e., the sum of A + B + C + D), ranked to identify the top five highest-paid executives. If directors also hold positions as mentioned above, they should be included in this table and Table (1).

Note 2: Fill in the salaries, job allowances, and severance payments of the top five highest-paid executives in the most recent fiscal year.

Note 3: Fill in various bonuses, incentives, transportation and accommodation expenses, special allowances, various subsidies, housing, car, and other tangible benefits, and other compensation amounts received by the top five highest-paid executives in the most recent fiscal year. If assets such as housing, cars, and other means of transportation are provided for personal use, disclose the nature and cost of the provided assets, the actual or fair market value-based rent, fuel costs, and other benefits. Additionally, if there are drivers provided, please provide a note explaining the relevant compensation paid by the Company to the driver, but it should not be included in the compensation. Furthermore, salary expenses recognized in accordance with IFRS 2 "Share-based Payments," including the acquisition of employee stock options, restricted stock units, and participation in cash capital increases by subscribing for shares, should also be included in the compensation.

Note 4: Fill in the amount of employee compensation (including stocks and cash) distributed to the top five highest-paid executives as approved by the Board of Directors in the most recent fiscal year. If it cannot be estimated, calculate the proposed distribution amount for this year based on the proportion of the actual distribution amount from the previous year and provide it in Table (5).

Note 5: Disclose the total amount of all compensation provided to the top five highest-paid executives of all companies (including the reporting company) in the consolidated financial statements.

Note 6: "Net profit after tax" refers to the after-tax net income in the most recent fiscal year as reported in the individual or separate financial statements.

Note 7: a. This column should clearly state the amount of compensation received by the top five highest-paid executives of the Company from entities other than subsidiaries or related to the parent company's investments (if none, please write (none)).

b. "Remuneration" refers to the compensation, remuneration (including employee, director, and supervisor remuneration), and business execution expenses received by the Company's top five highest-paid executives in their capacity as directors, supervisors, or managers in entities other than subsidiaries or related to the parent company.

Note8: Mr. CHEN, ZHI-MING assumed office on March 11, 2024.

(4) Distribution of employee compensation to executives, including names and distribution details

12/31/2024 Unit: NTD thousand dollars

	Title (Note1)	Name	Stock amount	Cash amount	Total	Percentage of total amount to after-tax net income (%)
Managerial officer	General Manager	CHEN, LONG-SHUI	-	3,262	3,262	1.45%
	Chief Executive Officer	CHEN, ZHI -MING				
	Executive Deputy Manager	HUANG, YOU-XIANG				
	Chief Financial Officer (Executive Deputy Manager)	CHEN, YI-JING				
	Chairman's Special Assistant and Spokesperson (Assistant Manager)	JIANG, WEN-YU				
	Assistant Manager	Zeng, Shui-Sen				

Note 1: Individual names and job titles should be disclosed, but disclosure of profit distribution can be done in an aggregated manner.

Note 2: Fill in the amount of employee compensation (including stocks and cash) distributed to executives as approved by the Board of Directors in the most recent fiscal year. If it cannot be estimated, calculate the proposed distribution amount for this year based on the proportion of the actual distribution amount from the previous year. After-tax net income refers to the most recent fiscal year's after-tax net income. For those who have adopted International Financial Reporting Standards, after-tax net income refers to the after-tax net income reported in the individual or separate financial statements for the most recent fiscal year.

Note 3: The scope of executives is defined according to the letter from the Securities and Futures Bureau with the reference number T.C. III. No. 0920001301 dated March 27, 2003, as follows:
(1) General Manager and equivalent positions
(2) Deputy General Manager and equivalent positions
(3) Deputy Director and equivalent positions
(4) Head of the Finance Department
(5) Head of the Accounting Department
(6) Other individuals who hold managerial responsibilities and signing authority for the company

Note 4: If directors, the general manager, and deputy general manager receive employee compensation (including stocks and cash), in addition to filling out Table (1) and Table (2), they should also fill out this table.

Note 5: Mr. CHEN, ZHI-MING assumed office on March 11, 2024.

(5) Explanation on the comparison between the total amount of remuneration paid to the directors, general Managerial Officer, and deputy general Managerial Officer of the Company and all companies included in the consolidated financial statements over the past two years as a percentage of the post-tax net income, and description of the analysis of the policy, standards and mix of remuneration, the procedures for setting remuneration, and the correlation between operating performance and future risks.

1. Analysis of remuneration paid to directors, supervisors, and the general Managerial Officer in the last two years.

Unit:(NTD) thousand dollars

Title	2024				2023			
	The Company		Consolidated Financial Statements		The Company		Consolidated Financial Statements	
	Remuneration	Ratio of total amount to after-ta net income (%)	Remuneration	Ratio of total amount to after-tax net income (%)	Remuneration	Ratio of total amount to after-tax net income %)	Remuneration	Ratio of total amount to after-tax net income (%)
Chairman	16,908	7.53%	16,908	7.53%	16,648	6.17%	16,648	6.17%
General Managerial Officer & Deputy General Managerial Officer	15,713	7.00%	17,863	7.96%	26,251	9.73%	27,855	10.32%

2. Compensation policies, standards, and combinations, the procedures for setting compensation, and the relationship between business performance and future risks:

(1) Directors (including independent directors):

The Company follows the provisions of the "Company Charter". If the Company is profitable, the Board of Directors will allocate up to 5% of the profits as director compensation, taking into account the Company's operating performance and the directors' contribution to the Company's performance to provide reasonable compensation.

(2) General Managerial Officer and deputy general Managerial Officer:

The compensation policy for the general Managerial Officer and deputy general Managerial Officer is implemented in accordance with Article 29 of the Company Law and the Company's relevant compensation management regulations, taking into account the salary level of the position in the industry, individual professional capabilities, the scope of responsibilities in the Company, and contributions to the Company's operational objectives.

The procedure for setting compensation follows the employee performance evaluation method, taking into account the Company's overall operating performance, industry future business risks, and development trends, as well as individual performance achievement rates and contributions to the Company's performance to provide reasonable compensation. Relevant performance evaluations and compensation reasonableness are reviewed by the Remuneration and Compensation Committee and the Board of Directors, and the compensation system is reviewed from time to time in accordance with actual business conditions and relevant laws and regulations to balance the Company's sustainable operations and risk management.

3. Coporate Governance

(1) Operation of the Board of Directors

The number of board meetings held in the most recent year (Year 2024) was 5 (A). The attendance record of the Directors and Supervisors is as follows:

Title	Name (Note1)	Actual attendance frequency (B)	Number of delegated attendances	Actual attendance rate(%) 【B/A】(Note2)	Note
Chairman	CHEN, LONG-SHUI	5	0	100.00	Renewal of office
Director	XIE, GUO-XIONG	4	1	80.00	Renewal of office
LONGWELL COMPANY Corporate Director	HUANG, YAN-FENG	4	1	80.00	Renewal of office
LONGWELL COMPANY Corporate Director	CHEN, CHIEN-CHIH	5	0	100.00	New office assumed (06/16/2023)
Director	CHEN, ZHI-MING	5	0	100.00	Renewal of office
Independent Director	FENG, BEN-LI	4	1	100.00	Renewal of office
Independent Director	LIU, GUO-NAN	5	0	100.00	Renewal of office
Independent Director	SHEN, SYUE-REN	5	0	100.00	Renewal of office
Independent Director	LIAO,I-FANG	5	0	80.00	New office assumed (06/16/2023)

Other matters to be disclosed:

1. If any of the following situations occur in the operation of the Board of Directors, the date and term of the meeting, the content of the agenda, the opinions of all independent directors, and the Company's handling of the opinions of independent directors should be disclosed:
   (1) Matters listed in Article 14-3 of the Securities and Exchange Act: The Company has established an audit committee and is therefore not applicable.
   (2) Other matters that are opposed or reserved by independent directors with records or written statements at the Board of Directors meeting: None.
2. The execution status of Director recusal on matters involving conflicts of interest should include the Director's name, the content of the agenda, the reason for recusal due to conflicts of interest, and the participation in voting:
   (1) 4th Board of Directors Meeting of the 16th term held on January 29, 2024
   - Agenda: Distribution plan of annual bonuses for the management team for the fiscal year 2023
   - Directors abstaining from voting due to conflicts of interest: CHEN, LONG-SHUI, XIE, GUO-XIONG, CHEN, ZHI-MING
   - Reasons for abstaining from voting: Personal interest relationship with directors
   - Participation and voting: Chairman CHEN, LONG-SHUI designated Director FENG, BEN-LI as the acting chairman. The directors abstained from the discussion and voting, and the proposal was approved unanimously by all other attending directors.

   (2) 5th Board of Directors Meeting of the 16th term held on March 11, 2024
   - Agenda: Appointment of Key Operations Executives
   - Director abstaining from voting due to conflicts of interest: CHEN, ZHI-MING
   - Reasons for abstaining from voting: Personal interest relationship with directors
   - Participation and voting: Approved unanimously by all other attending directors.

   (3) 7th Board of Directors Meeting of the 16th term held on August 9, 2024
   - Agenda: Review of the distribution plan of Directors' remuneration and the management team's compensation for the fiscal year 2023

- Conflicted Director: CHEN, LONG-SHUI, XIE, GUO-XIONG, CHEN, ZHI-MING
- Conflict Reason: Personal interest relationship with directors
- Participation in voting: Approved unanimously by all other attending directors.

- Agenda: Review of the adjustment plan for salaries and compensation for the management team of the Company
- Conflicted Director: CHEN, LONG-SHUI, CHEN, ZHI-MING
- Conflict Reason: Personal interest relationship with directors
- Participation in voting: Approved unanimously by all other attending directors.

(4) 9th Board of Directors Meeting of the 16th term held on January 13, 2025
- Agenda: Distribution plan of year-end bonuses to the management team for the fiscal year 2024
- Conflicted Director: CHEN, LONG-SHUI, XIE, GUO-XIONG, CHEN, ZHI-MING
- Conflict Reason: Personal interest relationship with directors
- Participation in voting: Approved unanimously by all other attending directors.

3. Listed and OTC companies should disclose information regarding the evaluation cycle, period, scope, method, and content of self-evaluation or peer evaluation of the Board of Directors:

Evaluation Cycle	Evaluation Period	Evaluation Range	Evaluation Method	Evaluation Content
Conducted once a year	01/01/2024 to 12/31/2024	1. Overall Board of Directors' meetings 2. Individual directors 3. Functional committees	Evaluation of the Board of Directors, functional committees, and self-assessment of individual directors.	● The contents of the **Board of Directors'** performance evaluation include: 1. 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. Selection and continuous education of directors 5. Internal control
				● The content of **the Board member of Directors'** performance evaluation includes: 1. Understanding the company's goals and missions. 2. Recognition of director responsibilities. 3. Degree of involvement in company operations. 4. Internal relationship management and communication. 5. Director's expertise and continuous professional development. 6. Internal control.
				● The performance evaluation of **functional committees** includes: 1. Participation in the Company's operations 2. Understanding of the responsibilities of the functional committees 3. Decision-making quality of the functional committees 4. Composition and member selection of the functional committees 5. Internal controls

Summary of evaluation results:
According to the "Board of Directors Performance Evaluation Procedures" of the Company, the Board of Directors, its members, and various functional committees are evaluated for performance once a year. The Company has completed the self-assessment of the Board of Directors' performance for the fiscal year 2024, and the evaluation results were reported to the Board of Directors on January 13, 2025. The overall average score for the Board of Directors' performance was 100 points, indicating that the Company has effectively strengthened the performance of the Board of Directors. The individual scores for each director and the functional committees were all full marks, exceeding the standards and meeting expectations.

4、Evaluation of the goals of strengthening the functions of the Board of Directors in the current and previous year (e.g. establishment of audit committees, enhancement of information transparency) and the status of their implementation:

(1) The operation of the Company's Board of Directors is carried out in accordance with laws, the Company's bylaws, and shareholder resolutions to exercise their duties. All directors not only possess the professional knowledge, skills, and qualities required for carrying out their duties, but also act in good faith and exercise due diligence to create maximum benefits for all shareholders. The board follows the "Board Meeting Rules," and the general Managerial Officer, finance Managerial Officer, and audit Managerial Officer attend board meetings. In addition to discussing agenda items, the directors may also require the management to report

on the Company's operational performance, business or product strategies, and market strategies to supervise the management's fulfillment of their duties.

(2) The Company has established audit and compensation committees to assist the board in executing its duties and supervisory responsibilities. To establish good board governance and enhance management efficiency, we have also formulated the "Board Meeting Rules," which include main agenda items, operating procedures, matters to be recorded in minutes, and matters to be followed in public announcements and other areas.

(3) To enhance the operational efficiency of the Board of Directors, the Company has formulated the "Board of Directors Performance Evaluation Measures" in 2020. We conduct a regular performance evaluation once a year, in which the Finance Department collects information on board activities and distributes questionnaires to all directors and functional committees. We then conduct an overall evaluation of the Board of Directors and compile the self-evaluation results for the next year's board report.

(4) To implement corporate governance, our company has set up a corporate governance officer. They are responsible for providing the necessary information to the directors for executing their duties and complying with laws and regulations, as well as arranging continuous education to assist the Board of Directors in fulfilling their duties.

(2) Operation of the Audit Committee:

The Company established the Audit Committee on June 18, 2020, which consists of four independent directors. The term of the current committee members runs from June 16, 2023, to June 15, 2026, and FENG, BEN-LI was elected as the convener and chairman of the meetings. The operation of the Audit Committee is carried out in accordance with The Company's "Audit Committee Charter".

The purpose of establishing the Audit Committee is to strengthen the supervisory function of the Board of Directors. The committee is responsible for supervising the reasonable expression of The Company's financial statements, the selection (dismissal) and independence and performance of the auditors, the effective implementation of the Company's internal control system, the compliance with relevant laws and regulations, and the management of existing or potential risks of the Company. Its main duties include:

1. Establishing or revising internal control systems in accordance with Article 14-1 of the Securities and Exchange Act.
2. Assessing the effectiveness of internal control systems.
3. Establishing or revising handling procedures for significant financial business activities such as acquisition or disposal of assets, derivative trading, lending funds to others, endorsing or providing guarantees in accordance with Article 36-1 of the Securities and Exchange Act.
4. Matters involving the self-interest of directors.
5. Significant asset or derivative trading.
6. Significant asset lending, endorsement, or guaranteeing.
7. Issuance or private placement of equity securities.
8. Appointment, dismissal, or remuneration of auditors.
9. Appointment or dismissal of financial, accounting, or internal audit supervisors.
10. Annual financial reports signed or stamped by the Chairman, Managerial Officers, and accounting supervisors.
11. Other significant matters stipulated by the Company or competent authorities.

The Company's Audit Committee held five meetings (A) during the 2024 fiscal year. The attendance record of the independent Directors is as follows:

Title	Name	Actual attendance frequency(B)	Number of delegated attendances	Actual attendance rate (%) 【B/A】	Note
Convener	FENG, BEN-LI	4	1	80.00	Renewal of office
Committee member	LIU, GUO-NAN	5	0	100.00	Renewal of office
Committee member	SHEN, SYUE-REN	5	0	100.00	Renewal of office
Committee member	LIAO, I-FANG	5	0	100.00	New office assumed (06/16/2023)

Other items that should be disclosed:

1. If the operations of the audit committee meet any of the following conditions, the date of the audit committee meeting, the term, the agenda, the independent directors' opposing opinions, reservations, or major recommendations, the audit committee's resolution, and the Company's handling of the audit committee's opinions should be stated.

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

Date/ Period	Agenda Items	Opinions, reservations, or significant recommendations of independent directors	The resolution results of the Audit Committee and the Company's handling of the opinions of the Audit Committee
Jan 29, 2024 3rd Meeting 2nd Term	1. Internal audit report for October to December 2023. 2. Proposal regarding the conversion of common shares by holders of the Company's fourth unsecured convertible bonds	None	Approved unanimously by all attending committee members.
March 11, 2024 4th Meeting 2nd Term	1. Internal audit report for January to February 2024. 2. Approval of the 2023 business report and financial statements. 3. Proposal for 2023 profit distribution. 4. Audit of CPA's independence and performance appraisal for 2023 5. Renewal and endorsement of a subsidiary's bank credit line. 6. Declaration of internal control system for 2023.	None	Approved unanimously by all attending committee members.
May 6, 2024 5th Meeting 2nd Term	1. Proposal for consolidated financial statements for Q1 2024. 2. Internal audit report for March to April 2024.	None	Approved unanimously by all attending committee members.
August 9, 2024 6th Meeting 2nd Term	1. Proposal for consolidated financial statements for Q2 2024. 2. Internal audit report for May to June 2024. 3. Renewal of subsidiaries' bank credit lines and endorsement and guarantee. 4. Establishment of the 'Procedures for the Preparation and Validation of the Company's Sustainability Report'.	None	Approved unanimously by all attending committee members.
November 8, 2024 7th Meeting 2nd Term	1. Proposal for consolidated financial statements for Q3 2024. 2. Internal audit report for July to September 2024. 3. Proposal for the 2024 internal audit plan. 4. Presentation of the Company's accounts receivable. 5. Proposal to revise the internal audit implementation regulations 6. Accountant's fee proposal.	None	Approved unanimously by all attending committee members.

(2) Other resolutions that were not approved by the audit committee but were passed by more than two-thirds of all directors: None.

2. Regarding the execution of independent Directors' recusal on matters related to their interests, the disclosure should include the names of independent Directors, the content of the agenda, the reasons for recusal, and their participation in the voting: None of this situation.

3. The communication between independent Directors and internal auditors and accountants (including significant issues, methods, and results of communication on the Company's financial and business conditions) should be disclosed.

(1) Independent directors and the internal audit director maintain regular communication through email, phone calls, or in-person meetings as needed. In case of significant abnormal issues, meetings can be convened promptly, ensuring diverse and effective communication channels. The audit unit of the Company sends

confirmed audit reports for the previous month to the email inboxes of each independent director before the end of each month. Acknowledgment of receipt is obtained from each independent director. In addition to delivering audit reports and follow-up improvement reports for completed audit items to each independent director by the end of the following month, attendance at the audit committee is scheduled at least once per quarter to explain audit findings and improvements made in the previous quarter to the independent directors. The results of these meetings are reported to the board of directors. As of the audit results for 2023, no significant abnormalities were found, and the independent directors had no objections. The communication status between the independent directors and the internal audit director of the Company has been disclosed under the corporate governance section on the Company's website.

(2) Communication between the auditors and the audit committee:
The independent directors of the Company hold regular meetings with the auditors at least twice a year. During the annual or semi-annual audit review stage, important audit findings and internal control deficiencies are discussed. The directors receive reports on key audit matters, significant adjusting entries, and other significant communication matters, and they communicate and interact with the independent directors regarding the audit or review of financial statements. They also disseminate information regarding revisions to the laws and regulations. The communication status between the independent directors and the auditors for the year 2023 and up to the date of the publication of the annual report is as follows:

Date	Attendees	Communication matters	Suggestions & Conclusions
03/11/2024	Independent Director FENG, BEN-LI Independent Director LIOU, GUO- NAN Independent Director SHEN, SYUE-REN Independent Director LIAO, I-FANG Accountant LI, XIU-LING Audit Managerial Officer LI, YUN-RU	1. The types of audit procedures performed on the individual and consolidated financial statements for the year 2023, as well as the extent and significance of the involvement of the audit team members in the audit work of each component entity. 2. Evaluation of key audit matters, the auditor's audit procedures, and the audit results. 3. Promotion of legal compliance and sharing of case studies. 4. Audit Quality Indicators (AQIs) for the year 2022	The audit results are still reasonable and there are no other opinions.
05/06/2024	Independent Director FENG, BEN-LI Independent Director LIOU, GUO- NAN Independent Director SHEN, SYUE-REN Independent Director LIAO, I-FANG Accountant LI, XIU-LING Audit Managerial Officer LI, YUN-RU	Audit review results of the consolidated financial report for Q1 of 2024.	The audit results are still reasonable and there are no other opinions.
08/09/2024	Independent Director FENG, BEN-LI Independent Director LIOU, GUO- NAN Independent Director SHEN, SYUE-REN Independent Director LIAO, I-FANG Accountant LI, XIU-LING Audit Managerial Officer LI, YUN-RU	1. Types of audit work performed on the financial statements of each component entity in the consolidated financial statements for Q2 of 2024, and the extent and significance of the participation of the audit personnel in the audit work of each component entity. 2. Other matters for communication (auditor's independence explanation). 3. Promotion of legal compliance and sharing of case studies.	The audit results are still reasonable and there are no other opinions.
11/08/2024	Independent Director FENG, BEN-LI Independent Director LIOU, GUO- NAN Independent Director	Auditor's Review Results for Q3 2024 Consolidated Financial Statements.	The audit results are still reasonable and there are no other opinions.

	SHEN, SYUE-REN Independent Director LIAO, I-FANG Accountant LI, XIU-LING Audit Managerial Officer LI, YUN-RU		
03/10/2025	Independent Director FENG, BEN-LI Independent Director LIOU, GUO- NAN Independent Director SHEN, SYUE-REN Independent Director LIAO, I-FANG Accountant LI, XIU-LING Audit Managerial Officer LI, YUN-RU	1. The types of audit procedures performed on the individual and consolidated financial statements for the year 2024, as well as the extent and significance of the involvement of the audit team members in the audit work of each component entity. 2. Assessment of key audit matters, audit procedures conducted by the accountant, and audit outcomes. 3. Promotion of legal compliance and sharing of case studies. 4. Audit Quality Indicators (AQIs) for the year 2023	The audit results are still reasonable and there are no other opinions.

(3) The state of the Company's implementation of corporate governance, any deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such deviation

Evaluation Item	Operational Status			Any deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such deviation
	Yes	No	Summary Description	
1. Has the Company established and disclosed corporate governance practices in accordance with the Corporate Governance Best Practice Principles for TWSE/GTSM-Listed Companies?	V		The Company has established corporate governance best practices and uploaded them to the Taiwan Stock Exchange's Corporate Governance Center.	No significant differences from the corporate governance best practice guidelines.
2. Company Ownership Structure and Shareholder Equity: （1）Has the Company established internal procedures for handling shareholder suggestions, questions, disputes, and lawsuits, and implemented them in accordance with the procedures? （2）Does the Company have a list of the major shareholders and ultimate controllers who exercise actual control over the Company? （3）Has the Company established and implemented risk control and firewall mechanisms with related parties? （4）Has the Company established internal regulations prohibiting insiders from buying or selling securities using undisclosed information in the market?	V V V V		(1) To ensure shareholder rights, The Company has a spokesperson and proxy spokesperson responsible for handling shareholder proposals, inquiries, or disputes. (2) The Company can identify the major shareholders and ultimate controllers of major shareholders and file relevant information as required by regulations. (3) The Company has established an appropriate organizational control framework and regularly monitors and manages the significant financial and operational activities of its subsidiaries. The Company also follows internal control procedures to conduct regular checks on subsidiary business activities, effectively managing corporate risk and firewall mechanisms. (4) The Company has established "procedures for handling internal material information" to prohibit internal personnel from trading in securities with undisclosed information. This serves as the basis for The Company's significant information processing and disclosure mechanism. The Company also periodically reviews these procedures to comply with current laws and regulations and meet practical management needs.	No significant differences from the corporate governance best practice guidelines. No significant differences from the corporate governance best practice guidelines. 。 No significant differences from the corporate governance best practice guidelines. No significant differences from the corporate governance best practice guidelines.
3. Composition and Responsibilities of the Board of Directors (1) Has the Board of Directors formulated a diversity policy, specific management goals, and implemented them effectively?	V		(1) The Company considers its operational mode and development needs, and the members of the Board of Directors possess professional skills and industry experience in business, finance, etc. The Company has also appointed three independent directors.	No significant differences from the corporate governance best

Evaluation Item	Operational Status			Any deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such deviation
	Yes	No	Summary Description	
(2) Besides setting up new capital compensation committees and audit committees in accordance with the law, has the Company voluntarily established other functional committees? (3) Has the Company established a performance evaluation method for the Board of Directors and its evaluation criteria, conducts annual evaluations, and regularly reports the evaluation results to the Board of Directors and uses them as a reference for individual director remuneration and nomination for reappointment? (4) Does the Company regularly evaluate the independence of the signing certified public accountant?	V V		(2) The Company has established remuneration and audit committees in accordance with the law, and has established the Risk Management Committee in August 2023 to strengthen the risk management policies of the Company. Moreover, the Sustainable Development Committee and the Nomination Committee were established in November 2023. The Risk Management Committee was then merged into the Sustainable Development Committee, with the name changed to the Sustainable Development and Risk Management Committee, and it was approved by the Board of Directors on January 13, 2025 (3) The "Board Performance Evaluation Method" was adopted by the Board of Directors on March 27, 2020, which stipulates that internal evaluations should be conducted at least once a year and external evaluations should be conducted once every three years. The self-evaluation results and improvement actions of the Board of Directors and various functional committees for the year 2024 are as follows: 1. Evaluation period: January 1, 2024 to December 31, 2024. 2. Performance evaluation results of individual directors: The performance of the directors met expectations. 3. Performance evaluation results of the overall Board of Directors and functional committees: All exceeded the standards. 4. The above performance evaluation results were reported to the Board of Directors on March 17, 2023. (4) The Company regularly evaluates the independence of the auditors and requires them to provide a "Declaration of Independence in Fact," which confirms that the signing auditor has no financial interests or business relationships other than signing and financial and tax-related cases. The evaluation results for the past two years were submitted for board review on November 11, 2022, and November 12, 2021, respectively. After review by all directors, it was confirmed that there were no violations of independence and the appointment was made.	practice guidelines. Will be formulated based on actual circumstances No significant differences from the corporate governance best practice guidelines. No significant differences from the corporate governance best practice guidelines.
4. Has the Company appointed and disclosed the appropriate number of corporate governance personnel, and designated a corporate governance officer responsible for corporate governance related matters (including but not limited to providing information necessary for the execution of duties by directors and supervisors, assisting directors and supervisors in complying with laws and regulations, handling matters related to board and shareholders' meetings in accordance with the law, and preparing minutes of board and shareholders' meetings)?	V		On March 17, 2023, the Company appointed CHEN, YI-JING as the head of corporate governance, responsible for the highest executive in corporate governance affairs. Her main responsibilities include handling matters related to the Board of Directors and shareholders' meetings in accordance with the law, coordinating and directing the preparation of minutes of shareholders' meetings and board meetings, assisting directors in taking office and continuing education, providing information required for directors to perform their duties and assisting in compliance with laws and regulations, and other matters specified in the Company's bylaws or contracts.	No significant differences from the corporate governance best practice guidelines.
5. Has the Company established communication channels with stakeholders (including but not limited to shareholders, employees, customers, and suppliers), set up a stakeholder section on its website, and properly responded to important corporate social responsibility issues that stakeholders are concerned about?	V		The Company's website has established multiple channels, including an investor relations section and a stakeholder relations section, as well as spokesperson and proxy spokesperson systems, to provide the latest information and communication channels for our company. We have also set up a contact mailbox for investors to establish a mechanism for responding to various issues and inquiries. Stakeholders such as customers, suppliers, shareholders, and employees can also communicate with our company through the website section and mailbox to provide suggestions or inquire about related issues.	No significant differences from the corporate governance best practice guidelines.
6. Has the Company appointed a professional shareholder services agency to handle shareholders' meeting affairs?	V		The equity and shareholders' meeting affairs of our company are handled by the professional equity agent, the Shareholder Services Department of Chairman Securities Corporation.	No significant differences from the corporate governance best practice guidelines.
7. Information Disclosure (1) Does the Company have a website to disclose financial, business, and corporate governance information? (2) Does the Company adopt other ways of information disclosure (such as setting up an English website, designating a person responsible for collecting and disclosing company information, implementing a spokesperson system, or posting the process of corporate briefings on the Company's website)?	V V	 V	(1) The Company has a corporate website, www.linetek.com.tw, which discloses information on the Company's finances, business operations, and corporate governance. (2) The Company has designated personnel responsible for disclosing information on the Market Observation Post System, and investors can access information on the Company's finances, business operations, and corporate governance through this system. The Company also implements a spokesperson system. (3) Currently, the Company announces and reports its first, second, third quarterly, and annual financial reports, as well as monthly business	No significant differences from the corporate governance best practice guidelines. No significant differences from the corporate governance best practice

Evaluation Item	Operational Status			Any deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such deviation
	Yes	No	Summary Description	
(3) Does the Company announce and file the annual financial report within two months after the end of the fiscal year, and disclose and file the first, second, and third quarter financial reports and monthly operating results before the specified deadline?			operations, within the time limit set by Article 36 of the Securities and Exchange Act. However, the Company has not yet announced and reported its annual financial report within two months after the end of the accounting year.	guidelines. No significant differences from the corporate governance best practice guidelines.
8. Does the Company provide other important information that helps to understand its corporate governance operations (including but not limited to employee benefits, employee care, investor relations, supplier relationships, rights of stakeholders, status of training for directors and supervisors, execution status of risk management policies and risk measurement standards, execution status of customer policies, and the Company's purchase of liability insurance for directors and supervisors)?	V		(1) Employee Rights: The Company has always treated employees with integrity and protected their legal rights in accordance with the Labor Standards Act. (2) Investor Relations: A shareholder feedback window is set up on the Company website to handle investor suggestions. (3) Rights of Stakeholders: Stakeholders have the right to communicate and make suggestions to the Company to protect their legitimate interests. (4) Continuing Education for Directors and Supervisors: The information is disclosed on the "Corporate Governance" section of Taiwan Stock Exchange Corporation, and refer to the Director's training list (Note 1) on page 30 of this annual report. (5) Implementation of Risk Management Policies and Risk Measurement Standards: Various internal regulations have been established and various risk management and assessments have been conducted in accordance with the law. (6) Implementation of Customer Policies: The Company has established customer service management methods and conducts customer satisfaction surveys and continuous improvement management methods. (7) Purchase of Liability Insurance for Directors and Supervisors by the Company: The Company has purchased liability insurance for USD 3 million, which was approved by the shareholders' meeting on June 24, 2003 and has been renewed since.	No significant differences from the corporate governance best practice guidelines.
9. Please explain the improvement of corporate governance practices based on the corporate governance evaluation results released by the Corporate Governance Center of the Taiwan Stock Exchange in recent years, and provide priority improvement items and measures for those that have not yet improved: The Company has strengthened the disclosure of financial business and corporate governance on the Company's website and the Market Observation Post System, increasing the transparency of company information to comply with the spirit of corporate governance best practices and to implement them effectively.				

Note 1: List of directors' continuing education courses in 2024:

Title/Name	Date	Host Organization	Course Name	Hours
Chairman CHEN, LONG-SHUI	04/19/2024	Taiwan Corporate Governance Association	Directors’ Responsibilities in Corporate Control Disputes: A Focus on Protecting Shareholder Rights	3 hours
	11/08/2024	Taiwan Corporate Governance Association	Practical Analysis of Mergers and Acquisitions Equity Investment Planning and Joint Venture Agreements	3 hours
Director XIE, GUO-XIONG	11/06/2024	Securities and Futures Institute	“Code of Ethical Conduct”: A Training Series for Directors, Supervisors, and Corporate Governance Managers	3 hours
	11/28/2024	Securities and Futures Institute	“Practical Exploration of Anti-Money Laundering and Counter-Terrorism Financing”	3 hours
Director CHEN, ZHI-MING	03/12/2024	Taiwan Corporate Governance Association	Corporate Integrity and Executive Accountability: International Trends and Best Practices	3 hours
	03/26/2024	Taiwan Corporate Governance Association	Code of Integrity and How to Avoid Crossing the Red Lines for Directors and Supervisors' Responsibilities	3 hours
Corporation Director Representative HUANG, YAN-FENG	10/18/2024	Securities and Futures Institute	Corporate Control Conflicts and Introduction to the Commercial Case Adjudication Act	3 hours
	11/14/2024	Securities and Futures Institute	NVIDIA’s Three-Trillion Miracle: New Thinking in the AI-based Semiconductor Revolution	3 hours
Corporation Director Representative CHEN, JIAN-ZHI	11/20/2024	Accounting Research and Development Foundation	International Tax Practices: Financial and Tax Planning for Global Diversification with Case Studies	3 hours
	11/26/2024	Accounting Research and Development Foundation	The 5 Essential Lessons for Directors and Supervisors: Common Pitfalls in Financial Review and FAQs in Acquisition and Disposal of Assets	3 hours
Independent Director FENG, BEN-LI	09/26/2024	Securities and Futures Institute	Establishing Criminal Facts for Breach of Trust and Special Breach of Trust by Directors and Supervisors	3 hours
	10/25/2024	Securities and Futures Institute	The AI Boom: Technological Development and Business Opportunities of Chatbot “ChatGPT”	3 hours
Independent Director LIU, GUO-NAN	08/23/2024	National Federation of CPA Associations of ROC	Exploration on Establishing Internal Control Systems for Sustainable Information Management	3 hours
	09/10/2024	National Federation of CPA Associations of ROC	A Comprehensive Overview of Sustainable Internal Controls	3 hours

	11/04/2024	National Federation of CPA Associations of ROC	Money Laundering Patterns that Accountants Should be Aware of: Tax Crime Case Analysis	3 hours
Independent Director SHEN, SYUE-REN	06/27/2024	Taiwan Investor Relations Institute	Fundamentals of Sustainability Reporting	3 hours
	08/21/2024	Taiwan Investor Relations Institute	Legal Liabilities of Directors and Supervisors and Risk Identification and Prevention	3 hours
Independent Director LIAO, I-FANG	05/14/2024	Taiwan Corporate Governance Association	Understanding Renewable Energy Certificates and Green Power Trading Mechanisms	3 hours
	07/17/2024	Taiwan Independent Director Association	Latest Developments and Practices in Anti-Money Laundering and Counter-Terrorism Financing	3 hours

(4). Composition, Responsibilities, and Operation of the Compensation Committee:

1. Information on Members of the Compensation Committee

04/30/2023

Identity Type \ Condition	Name	Professional Eligibility and Experience	Status of Independence	The number of members who concurrently serve as members of the compensation committees of other publicly traded companies
Independent Director Convener	FENG, BEN-LI	The Company's compensation committee is composed of all three independent directors. Please refer to the "Disclosure of Director's Professional Qualifications and Independence Information" in this annual report for the committee members' professional qualifications, experience, and Status of Independence. (Page 6-9)		-
Independent Director	LIU, GUO-NAN			-
Independent Director	SHEN, SYUE-REN			2

2. Responsibilities of the Remuneration Committee

The Remuneration Committee of our company is composed of all three independent Directors, whose aim is to assist the Board in assessing and supervising the Company's overall remuneration policy, evaluating and approving the remuneration levels of Directors and senior executives, and holding at least two meetings annually.

The Remuneration Committee shall exercise its duties with the care of a good Managerial Officer and faithfully perform the following duties:

(1) Regularly review the organization regulations of the Remuneration Committee and make recommendations for amendment.

(2) Formulate and regularly review the performance evaluation standards for Directors and senior executives of the Company, annual and long-term performance goals, as well as policies, systems, standards, and structures for salary remuneration.

(3) Regularly evaluate the achievement of the performance goals of the Directors and senior executives of the Company, and based on the evaluation results obtained from the performance evaluation standards, formulate the content and amount of their individual salary remuneration.

When the Remuneration Committee performs its duties, it shall adhere to the following standards:

(1) The management of salaries shall comply with the Company's salary philosophy.

(2) The performance evaluation and salary remuneration of Directors and senior executives shall be based on industry standards and take into account the reasonableness of individual performance, company business performance, and future risks.

(3) When discussing the salary remuneration matters of its members at meetings, members shall recuse themselves if there is a conflict of interest.

3. Information on the Operation of the Remuneration Committee

(1) The Remuneration Committee of our company has three members.

The current term of office of the Committee is from August 11, 2020, to June 17, 2023. In the most recent fiscal year (Fiscal Year 2024), the Remuneration Committee held three meetings (A). The qualifications and attendance of the members are as follows:

Title	Name	Actual attendance frequency (B)	Number of delegated attendances	Actual attendance rate (%) 【B/A】	Note
Convener	FENG, BEN-LI	2	1	66.67	Re-elected
Committee member	LIU, GUO-NAN	3	0	100.00	Re-elected
Committee member	SHEN, SYUE-REN	3	0	100.00	Re-elected
Committee member	LIAO, I-FANG	3	0	100.00	Newly elected on 2023.6.16

Other items to be recorded: 1. If the Board of Directors does not adopt or amend the recommendations of the Compensation Committee, the date, session, agenda, resolution of the Board of Directors, and the handling of the Company's opinions on the Compensation Committee's opinions shall be stated (if the compensation approved by the Board of Directors is better than the recommendation of the Compensation Committee, the differences and reasons shall be stated): None. 2. If there are any members who oppose or have reservations about the decision of the Compensation Committee and have recorded or written statements, the date, session, agenda, all members' opinions, and the handling of the members' opinions shall be stated: None.

(2) Discussion topics and resolutions of the remuneration committee in the latest fiscal year and up to the date of the annual report printing, as well as the Company's handling of members' opinions:

Date/Term	Proposal Content	Resolution Status	Company's Handling of Member Opinions
2024.01.06 The fifth term The third meeting	1. The distribution plan of year-end bonuses for the management team of the Company in 2023.	Upon consultation with all attending committee members by the chairman, there were no objections and the proposal was passed.	The proposal will be approved by all attending Directors at the Director's meeting.
2024.03.11 The fifth term The fourth meeting	1.Report on the distribution of employee and director remuneration for the year 2023. 2.Appointment of Key Operations Executives	Upon consultation with all attending committee members by the chairman, there were no objections and the proposal was passed.	The proposal will be approved by all attending Directors at the Director's meeting.
2024.08.09 The fifth term The fifth meeting	1. Review the distribution plan of director remuneration and compensation for the management team in 2023. 2. Managerial Officer's salary adjustment proposal.	Upon consultation with all attending committee members by the chairman, there were no objections and the proposal was passed.	The proposal will be approved by all attending Directors at the Director's meeting.
2025.01.13 The fifth term The sixth meeting	1. The distribution plan of year-end bonuses for the management team of the Company in 2024. 2. Amendment to the Company's "Board Performance Evaluation Guidelines"	Upon consultation with all attending committee members by the chairman, there were no objections and the proposal was passed.	The proposal will be approved by all attending Directors at the Director's meeting.
2025.03.10 The fifth term The seventh meeting	1. Report on the distribution of employee and director remuneration for the year 2024. 2.Proposal on recruiting Managerial Officers	Upon consultation with all attending committee members by the chairman, there were no objections and the proposal was passed.	The proposal will be approved by all attending Directors at the Director's meeting.

(5) The Composition, Responsibilities, and Operations of the Nomination Committee:
The Company established the Nomination Committee on November 10, 2023, following approval by the Board of Directors. The purpose of the committee is to enhance the functionality of the Board and strengthen the Company's governance mechanisms. The committee convenes at least twice a year and may hold additional meetings as needed.

1. Information on Nomination Committee Members

<table>
<tr><th colspan="2">Criteria
Position / Name</th><th>Professional Qualifications and Experience</th><th>Independence Status</th><th>Number of Remuneration Committees Served Concurrently in Other Public Companies</th></tr>
<tr><td>Independent Director Convenor</td><td>Feng, Ben-Li</td><td colspan="2" rowspan="3">The Company's Nomination Committee is composed of two independent directors and one director. For details regarding the professional qualifications, experience, and independence of the committee members, please refer to the section titled "Director's professional qualifications and independent director's status of independence disclosure" in this annual report (Pages 6 to 9).</td><td>-</td></tr>
<tr><td>Independent Director</td><td>Liu, Guo-Lan</td><td>-</td></tr>
<tr><td>Director</td><td>Chen, Zhi-Ming</td><td>-</td></tr>
</table>

2. Responsibilities of the Nomination Committee
Under the authorization of the Board of Directors, the Nomination Committee shall faithfully perform the following duties with the care of a good administrator and submit its recommendations to the Board for discussion:

(1) Establish criteria for the professional qualifications, skills, experience, gender diversity, and independence required of Board members, supervisors, and senior management, and identify, review, and nominate suitable candidates accordingly.

(2) Develop and maintain the organizational structure of the Board and its committees; conduct performance evaluations of the Board, each committee, individual directors, and senior management; and assess the independence of independent directors.

(3) Formulate and regularly review continuing education plans for directors as well as succession plans for directors and senior management.

(4) Establish the Company's Corporate Governance Best Practice Principles.

3. Information on the Operations of the Nomination Committee

(1) The Nomination Committee of the Company is composed of three members.

The term of the current committee members is from November 10, 2023 to June 15, 2026. As of the date of publication of this annual report (fiscal year 2024), the Nomination Committee has convened one meeting (A). The qualifications and attendance of the committee members are as follows:

Position	Name	Number of Actual Attendances (B)	Number of Attendances by Proxy	Actual Attendance Rate(%) 【B/A】	Note
Convenor	Feng, Ben-Li	0	1	100.00	-
Committee Member	Liu, Guo-Lan	1	0	100.00	-
Committee Member	Chen, Zhi-Ming	1	0	100.00	-

(2)Discussion Topics and Resolutions of the Nomination Committee in the Most Recent Fiscal Year and up to the Date of Publication of the Annual Report, as well as the Company's Handling of Members' Opinions

Date/Term	Agenda	Resolution	The Company's Handling of Members' Opinions
2025.03.10 1st Term 1st Meeting	1. Proposal for the Roster of the Company's Managerial Officers. 2. Proposal to Amend the Organizational Rules of the Audit Committee.	Following the Chairman's inquiry, it was approved unanimously by all attending committee members	The proposal was submitted to the Board of Directors and was approved by unanimous consent of all attending directors.

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

Project Promotion	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description	
1. Has the Company established a governance framework for promoting sustainable development, and established an exclusively (or concurrently) dedicated unit to be in charge of promoting sustainable development? Has the board of directors authorized senior management to handle related matters under the supervision of the board?	V		The Company has established the 'Sustainable Development Committee' on 10 November 112 comprising all independent directors, the Chairman, Chen Longshui and the Chief Financial Officer, Chen Yijing. The Chief Financial Officer has been designated as the Executive Director responsible for overseeing the business of the Committee and integrating the annual planning and execution of the various executive groups.	No significant differences
2. Does the Company conduct risk assessments of environmental, social and corporate governance (ESG) issues related to the Company's operations in accordance with the materiality principle, and formulate relevant risk management policies or strategies?	V		On March 17, 2023, the Board of Directors of our company passed the establishment of a Corporate Governance Committee and set up a Risk Management Team to be responsible for assessing and implementing risk management throughout the Company. The management team also holds regular monthly meetings to fully discuss and evaluate any environmental, social, and corporate governance issues related to the Company's operations that may pose a risk. This is done in order to provide guidance on risk management and operational strategies. The Company has begun to draft a risk management system, which will be presented to the Board of Directors for resolution in the near future.	No significant differences
3. Environmental Issues				
(1) Has the Company set an environmental management system designed to industry characteristics?	V		(1) The Company does not have any production operations in Taiwan, so there are no special pollution problems. We also place great emphasis on energy-saving and carbon reduction measures, as well as conserving water resources.	No significant differences
(2) Does the Company endeavor to use energy more efficiently and to use renewable materials with low environmental impact?	V		(2) The Company promotes energy conservation and paperless operations to reduce paper usage. In terms of power consumption, LED devices are now used throughout the Company.	No significant differences
(3) Has the Company evaluated the potential risks and opportunities posed by climate change for its business now and in the future and adopted relevant measures to address them?	V		(3) The Company is always concerned about global climate change and has established energy-saving and carbon reduction measures to comply with the global trend of low-carbon, energy conservation, and environmental protection. The Company is committed to helping the world combat the impacts of climate change.	No significant differences
(4) Did the Company collect data for the past two years on greenhouse gas emissions, volume of water consumption, and the total weight of waste, and establish policies for greenhouse gas reduction, reduction of water consumption, or management of other wastes?	V		(4) The Company conducts greenhouse gas inventories and implements strategies for energy conservation and carbon reduction. The Company has obtained ISO14001, ISO9001, and OHASAS18001 certifications for environmental quality management and social responsibility management systems. The Company is also actively applying to become a member of the EICC social and environmental responsibility alliance.	No significant differences
4. Social Issues				
(1) Has the Company formulated relevant management policies and procedures in accordance with relevant laws and regulations and international human rights conventions?	V		(1) The Company complies with all relevant labor and human rights laws and regulations, and provides labor insurance, health insurance, and retirement benefits for employees to ensure their rights and interests. The Company also offers group accident insurance for employees.	No significant differences
(2) Has the Company established and implemented reasonable employee welfare measures (include salary/compensation, leave, and other benefits), and are business performance or results appropriately reflected in employee salary/compensation?	V		(2) The Company has established various employee welfare measures (including remuneration, leave, and other benefits), which are implemented in accordance with relevant laws and regulations. The Company also provides appropriate feedback to employees based on business performance or results, and ensures that employee welfare is managed in compliance with regulations.	No significant differences

Project Promotion	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description	
4. Social Issues				
(3) Does the Company provide employees with a safe and healthy working environment, and implement regular safety and health education for employees?	V		(3) The Company regularly conducts labor safety education, fire safety and emergency response training for employees, and periodically conducts employee health check-ups and promotes workplace safety and health regulations.	No significant differences
(4) Has the Company established effective career development training programs for employees?	V		(4) The Company encourages employees to continue their education while working, and provides professional training for various departments. The Company also offers educational and training courses for employees as a foundation for talent cultivation.	No significant differences
(5) Does the Company comply with the relevant laws and international standards with regards to customer health and safety, customer privacy, and marketing and labeling of products and services, and implement consumer protection and grievance policies?	V		(5) The Company's products are mainly exported to international markets, and the Company places great emphasis on customer health, safety, and privacy. The main products are power cords, which require labeling that complies with various safety regulations of each country. Therefore, the Company complies with relevant laws and international standards.	No significant differences
(6) Has the Company formulated supplier management policies requiring suppliers to comply with relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and what is the status of their implementation?	V		(6) The Company has established a supplier management policy in accordance with regulations, requiring suppliers to follow relevant regulations on environmental protection, occupational safety and health, and labor rights. The responsible unit checks and verifies the implementation status.	No significant differences
5. Does the Company refer to international reporting standards or guidelines when preparing its sustainability report and other reports disclosing non-financial information? Does the Company obtain third party assurance or certification for the reports above?		V	The Company has prepared its 2023 Sustainability Report in accordance with the GRI Standards issued by the Global Reporting Initiative. The 2023 Sustainability Report has not been externally assured by a third-party organization.	No significant differences
6. If the Company has adopted its own sustainable development best practice principles based on the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, please describe any deviation from the principles in the Company's operations: The Company's Board of Directors approved the adoption of the Sustainability Practice Guidelines on November 10, 2023. The Company currently operates in accordance with the established guidelines, with no deviations.				
7. Other important information to facilitate a better understanding of the Company's promotion of sustainable development: The Company has been involved in emergency disaster relief and donations both domestically and internationally over the years.				

(7) Climate-Related Information

1. Climate-Related Information Implementation Status

<table>
<tr><th>Item</th><th>Implementation Status</th></tr>
<tr><td>1. Description of the Board of Directors and management's oversight and governance of climate-related risks and opportunities.</td><td>On March 17, 2023, the Company's Board of Directors approved the establishment of the Corporate Governance Committee and the Risk Management Task Force, responsible for overseeing company-wide risk assessment and implementation. Monthly management meetings are held regularly, and environmental, social, and governance (ESG) issues related to company operations are thoroughly discussed and evaluated as part of the Company's risk management and operational strategy framework.</td></tr>
<tr><td>2. Description of how identified climate-related risks and opportunities affect the business, strategy, and financial planning (short-, medium-, and long-term).</td><td rowspan="2">The Company has disclosed its identification and response measures for climate-related risks and opportunities in its 2023 Sustainability Report. Please refer to the relevant sections of the 2023 Sustainability Report for more details.
<table>
<tr><th>Risks</th><th>Response Measures</th></tr>
<tr><td>Rising raw material costs</td><td>1. Establish long-term partnerships with suppliers to obtain more favorable procurement prices.
2. Monitor price fluctuations and manage procurement schedules to reduce future price volatility risks. ◦</td></tr>
<tr><td>Rising average temperatures</td><td>1. Implement company-wide energy-saving measures; perform regular maintenance on air conditioning equipment to enhance energy efficiency.
2. Reduce paper usage by digitizing documents to lower carbon emissions.
3. Conduct greenhouse gas inventories and implement strategies for energy conservation and carbon reduction.</td></tr>
<tr><td>Changes in customer behavior</td><td>1. Adjust business logs and data collection mechanisms to capture changes in customer preferences in real time.
2. Include customer demand analysis in annual plans and proactively seek alternative products.</td></tr>
</table></td></tr>
<tr><td>3. Description of the impact of extreme weather events and transition actions on financial performance.</td></tr>
<tr><td>4. Description of how the processes for identifying, assessing, and managing climate risks are integrated into the overall risk management system.</td><td>The Sustainable Operations Task Force annually reviews changes in policies, regulations, technologies, markets, and reputational aspects related to transition risks and opportunities. It regularly evaluates physical and transition risks and collaborates with each department to formulate appropriate responses.</td></tr>
<tr><td>5. If scenario analysis is used to assess resilience to climate change risks, specify the scenarios, parameters, assupmtions, analytical factors, and key financial impacts.</td><td>The Company has not yet adopted scenario analysis to assess resilience to climate change risks. However, to support sustainable development and avoid operational disruptions caused by extreme weather, the Company plans to introduce climate scenario analysis in the future to assess risks at its operating sites.</td></tr>
<tr><td>6. If a transition plan exists to manage climate-related risks, describe the plan and the indicators and targets used to identify and manage physical and transition risks.</td><td>The Company has not yet developed a transition plan to manage climate-related risks.</td></tr>
</table>

7.	If internal carbon pricing is used as a planning tool, the basis for pricing should be explained.	The Company has not yet implemented internal carbon pricing.
8.	If climate-related targets are set, the covered activities, scope of greenhouse gas emissions, planning schedule, and annual progress should be described. If carbon offsets or Renewable Energy Certificates (RECs) are used, specify the offset sources, quantities, or REC quantities.	The Company has not yet planned to implement internal carbon pricing or use carbon offsets or RECs.
9.	Greenhouse gas inventory and assurance, emission reduction targets, strategies, and concrete action plans (see Sections 1-1 and 1-2 below)	Please refer to the tables below.

1-1 Greenhouse Gas Inventory Information

Category	2023		2022		
Scope 1	Total Emissions (Mt CO_2e)	Emission Intensity (Mt tons CO_2e/ million NTD)	Total Emissions (Mt CO_2e)	Emission Intensity (Mt tons CO_2e/ million NTD)	Description of Assurance Organization and Status
Parent Company	-	-	-	-	Assurance has not yet been implemented in 2023
Scope 2	Total Emissions (Mt CO_2e)	Emission Intensity (Mt tons CO_2e/ million NTD)	Total Emissions (Mt CO_2e)	Emission Intensity (Mt tons CO_2e/ million NTD)	
Parent Company	165.04	0.0770	163.62	0.0659	
Scope 3	Total Emissions (Mt CO_2e)	Emission Intensity (Mt tons CO_2e/ million NTD)	Total Emissions (Mt CO_2e)	Emission Intensity (Mt tons CO_2e/ million NTD)	
Parent Company	6.01	0.0028	5.99	0.0024	

1-2 Greenhouse Gas Reduction Targets, Strategies, and Action Plans
Description of the GHG base year, target, strategies, specific action plans, and progress toward achieving the targets:

1. The Company does not have production lines in Taiwan and thus faces no major pollution issues. It emphasizes energy-saving and carbon-reduction measures and is committed to water conservation.
2. The Company promotes energy and paper-saving initiatives by digitizing operations to reduce paper usage. All lighting has been replaced with LED systems.
3. The Company closely monitors global climate change developments and has established carbon reduction and energy-saving measures aligned with global low-carbon, energy-efficient, and environmentally friendly trends to help mitigate the impact of climate change.
4. The Company conducts greenhouse gas inventories and implements corporate strategies for energy conservation and emissions reduction. We have obtained ISO 14001 environmental management certification, ISO 9001 quality management certification, and OHSAS 18001 occupational health and safety certification. The Company is also actively applying for membership in the EICC (Electronic Industry Citizenship Coalition).

(8) Ethical Corporate Management – Implementation Status and Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons:

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description	
1. Establishment of ethical corporate management policies and programs (1) Does the Company have an ethical corporate management policy approved by its Board of Directors, and bylaws and publicly available documents addressing its corporate conduct and ethics policy and measures, and commitment regarding implementation of such policy from the Board of Directors and the top management team?	V		(1) The Company has not yet established a code of conduct for ethical business practices that has been approved by the Board of Directors, but The Company strictly adheres to relevant laws and regulations that should be followed by listed companies, such as the Company Act and Securities Exchange Act, to ensure ethical business practices are implemented.	No significant differences
(2) Whether the Company has established an assessment mechanism for the risk of unethical conduct; regularly analyzes and evaluates, within a business context, the business activities with a higher risk of unethical conduct; has formulated a program to prevent unethical conduct with a scope no less than the activities prescribed in Article 7, paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPE Listed Companies?	V		(2) The Company has not established a specific mechanism, but promotes ethical and moral behavior among all employees, and prevents bribery and corruption. Employees are prohibited from using their position to benefit themselves or others.	No significant differences
(3) Does the Company clearly set out the operating procedures, behavior guidelines, and punishment and appeal system for violations in the unethical conduct prevention program, implement it, and regularly review and revise the plan?	V		(3) The Company has established an employee code of conduct, which includes clear guidelines for disciplinary actions and a system for filing complaints, and it is enforced and regularly reviewed for updates.	No significant differences
2. Ethical Management Practice (1) Does the Company assess the ethics records of those it has business relationships with and include ethical conduct related clauses in the business contracts?	V		(1) The Company has established an evaluation mechanism for customers and partners, and includes confidentiality clauses and detailed rights and obligations for both parties in the contract when it is signed.	No significant differences
(2) Has the Company set up a dedicated unit to promote ethical corporate management under the Board of Directors, and does it regularly (at least once a year) report to the Board of Directors on its ethical corporate management policy and program to prevent unethical conduct and monitor their implementation?	V		(2) The Company has not yet set up a dedicated unit for ethical business management, but it is currently under planning and will be proposed to the Board of Directors later this year. Our directors and Managerial Officers take responsibility for their own actions that fall within the scope of ethical business conduct for the benefit of the shareholders' meeting or the Board of Directors.	No significant differences
(3) Has the Company established policies to prevent conflict of interests, provided appropriate communication and complaint channels, and properly implemented such policies?	V		(3) The Company implements a policy for avoiding conflicts of interest in the execution of relevant regulations. In the event of a conflict of interest, internal employees can report it to their immediate supervisor or report it directly up the chain of command.	No significant differences
(4) Does the Company have effective accounting and internal control systems in place to enforce ethical corporate management? Does the internal audit unit follow the results of unethical conduct risk assessments and devise audit plans to audit compliance with the systems to prevent unethical conduct or hire outside accountants to perform the audits?	V		(4) The Company has established effective accounting policies and internal control systems. The internal audit unit of the Company conducts audits in accordance with the annual audit plan approved by the Board of Directors, and submits reports to the audit committee. The execution of the audit is reported to the audit committee and the Board of Directors.	No significant differences
(5) Does the Company provide internal and external ethical corporate management training programs on a regular basis?	V		(5) The Company regularly holds integrity and ethics training and requires employees to receive external education and training.	No significant differences

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description	
3. Implementation of Complaint Procedures (1) Has the Company established specific whistle-blowing and reward procedures, set up conveniently accessible whistle-blowing channels, and appointed appropriate personnel specifically P. 45 of 93 Note: Regardless of whether "Yes" or "No" is ticked regarding the implementation status, an explanation should still be provided in in the explanation column for each item. Evaluation item Implementation status (Note)) Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons Yes No Summary description responsible for handling complaints received from whistleblowers? (2) Has the Company established standard operation procedures for investigating the complaints received, follow-up measures taken after investigation, and mechanisms ensuring such complaints are handled in a confidential manner? (3) Has the Company adopted proper measures to protect whistleblowers from retaliation for filing complaints?	V V V		(1) The Company has established a system of rewards and punishments for its employees. If an employee violates company rules and the violation is confirmed, the disciplinary action taken will be announced publicly. (2) The Company has set up a mechanism for employees to report violations, and the process is kept confidential. The responsible Managerial Officer and the internal audit department will investigate. (3) The Company has measures in place to protect whistleblowers from retaliation by the reported parties.	No significant differences No significant differences No significant differences
4. Strengthening Information Disclosure Does the Company disclose its ethical corporate management policies and the results of their implementation on its website and the Market Observation Post System (MOPS)?	V		The Company's website is currently developing a disclosure mechanism for information related to ethical corporate management. Currently, the website includes information on the operation of the internal audit department and the disclosure of major information.	No significant differences
5. If the Company has adopted its own ethical corporate management best practice principles based on the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, please describe any deviations between the principles and their implementation:				
6. Other important information to facilitate a better understanding of the status of operation of the Company's ethical corporate management policies (e.g., the Company's reviewing and amending of its ethical corporate management best practice principles):				

(9). The contact information for inquiries regarding the corporate governance policies and related regulations established by the Company should be disclosed. Please refer to The Company's website or the Taiwan Stock Exchange website for more information.

(10). Other important information that can enhance understanding of the Company's corporate governance practices may also be disclosed. Please refer to The Company's website or the Taiwan Stock Exchange website for more information.

(11). The state of implementation of the Company's internal control system

1. A Statement of Internal Control: Please refer to the Public Information Observatory.
   The access route is as follows:
   Market Observation Post System>Single Company>Corporate Governance>Regulations/Internal Control>Internal Control Statement Announcement

2. For projects where an accountant is commissioned to review the internal control system, the disclosure of the accountant's review report is: None.

(12). If there has been any legal penalty against the Company or its internal personnel, or any disciplinary penalty by the Company against its internal personnel for violation of the internal control system, during the most recent fiscal year or during the current fiscal year up to the publication date of the annual report, where the result of such penalty could have a material effect on shareholder equity or securities prices, the annual report shall disclose the penalty, the main shortcomings, and condition of improvement.

(13). Material resolutions of a shareholders meeting or a Board of Directors meeting during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report.

1、Shareholders Meeting Material Resolutions and Implementation Status:

Date	Material Resolutions	Implementation Status
2024.05.27 Shareholders' meeting	1. Acknowledged the 2023 business report and financial statements. 2. Acknowledged the 2023 profit distribution plan, in accordance with the Company Act and Article 24 of the Company's Articles of Incorporation. Distribute the profits of 2023, issuing NT$172,665,685 in stock dividends (NT$1.15 per share).	1: Passed as proposed. 2: Profit distribution passed as proposed. The ex-dividend date and ex-rights date are set for July 23, 2024. Stock transfer will be suspended from July 19, 2024 to July 23, 2024, with the last transfer date being July 18, 2024. Cash dividends will be distributed on August 9, 2024.

2、Board of Directors' Material Resolutions:

Date	Term	Material Resolutions
01/29/2024	The 4th board meeting of the 16th term.	1. Approved the renewal of the bank credit line. 2. Approved the distribution of year-end bonuses for Managerial Officers for the year 2023. 3. Approved the proposal for the conversion of the Company's 4th unsecured convertible bonds into common shares.
03/11/2024	The 5th board meeting of the 16th term.	1. Approved year 2023 operating report and financial statement. 2. Approved the distribution of earnings for 2023. 3. Approved the 2023 evaluation of auditor independence and performance (referencing AQIS). 4. Approved the declaration of the internal control system for 2023. 5. Approved the report on employee compensation and director remuneration for 2023. 6. Approved the renewal of the credit line with the bank. 7. Approved the renewal and endorsement guarantee of bank credit limits for subsidiaries. 8. Approved the budget for 2024. 9. Approved the assignment of key operating managers. 10. Approved matters related to the convening of the 2024 annual shareholders' meeting. 11. Approved matters related to the exercise of shareholders' right to propose agenda items for the annual shareholders' meeting.

Date	Term	Material Resolutions
05/06/2024	The 6th board meeting of the 16th term.	1. Approved the 2024 Q1 consolidated financial statements. 2. Approved the renewal of the bank credit limit. 3. Approved the acquisition and disposal of assets transactions between related parties.
08/09/2024	The 7th board meeting of the 16th term.	1. Approved the 2024 Q2 consolidated financial statements. 2. Approved the renewal of the bank credit limit. 3. Approved the renewal and endorsement guarantee of bank credit limits for subsidiaries. 4. Approved the 2023 distribution of directors' remuneration and employees' remuneration for managerial officers. 5. Approved the adjustment of remuneration for the Company's managerial officers. 6. Approved the establishment and implementation of the Company's "Operating Procedures for the Preparation and Verification of the Sustainability Report".
11/08/2024	The 8th board meeting of the 16th term.	1. Approved the 2024 Q3 consolidated financial statements. 2. Approved the 2025 internal audit plan. 3. Approved the renewal of the bank credit limit. 4. Approved the proposal regarding the Company's accounts receivable. 5. Approved the amendment to the implementation rules for internal audit. 6. Approved the auditor's fee.
01/13/2025	The 9th board meeting of the 6th term.	1. Approved the Company's 2024 allocation of year-end bonuses for executives. 2. Approved the amendment to the "Regulation on Board of Directors Performance Evaluation." 3. Approved the merging of the "Risk Management Committee" into the "Sustainable Development Committee" and renamed it as the "Sustainable Development and Risk Management Committee."
03/10/2025	The 10th board meeting of the 16th term.	1. Approved the 2024 business report and financial statements. 2. Approved the replacement of the signing CPA and the assessment of the independence and performance. 3. Approved the 2024 profit distribution. 4. Approved the report on 2024 employee and director remuneration distribution. 5. Approved the 2024 internal control system statement. 6. Approved the renewal of the bank credit limit. 7. Approved the renewal and endorsement guarantee of bank credit limits for subsidiaries 8. Approved the proposed fund lending to the subsidiary in Vietnam. 9. Approved the amendment to the Articles of Incorporation. 10. Approved the addition of and the amendment to the internal control system. 11. Approved the amendment to the Audit Committee Charter. 12. Approved the 2025 annual budget. 13. Approved the appointment of managerial officers. 14. Approved matters related to convening the 2025 Annual Shareholders' Meeting. 15. Approved matters related to the exercise of shareholders' right to propose agenda items for the annual shareholders' meeting.

(14). In the latest fiscal year and up to the date of printing of the annual report, there were no directors who had different opinions on significant resolutions passed by the Board of Directors and had recorded or made written statements on the matter.

(15). Summary of resignation and dismissal of the Company's chairman, general Managerial Officer, accounting Managerial Officer, finance Managerial Officer, internal audit Managerial Officer, corporate governance Managerial Officer, and research and development Managerial Officer during the latest and until the date of the annual report:

Position	Name	Date of Appointment	Date of Termination	Reason for Resignation or Termination
Senior Research and Development Manager	Bai Zhi-Sheng	1993.06.24	2025.03.31	Personal career planning/ Retirement

4. Information on auditor's fees:

(1) Information on CPA (External Auditor) Professional Fees

Amount Unit: (NTD) in thousands

Name of the accounting firm	**Name of Accountant**	**Audit Period**	**Audit Fee**	**Non-audit Fee**	**Total**	**Note**
PwC Taiwan	Lee, Hsiu-Ling Hsu, Ming-Chuan	01/01/2024~ 12/31/2024	3,650	1,290	4,940	The non-audit fees include: 1. Tax certification: 550,000 NTD. 2. Transfer pricing: 300,000 NTD. 3. Group transfer pricing: 340,000 NTD. 4. Audit for Dual-Status Business Entity:100,000 NTD.

(2) If the audit fees paid to the new accounting firm in the changed fiscal year have decreased compared to the previous fiscal year, the amounts and reasons for the changes in audit fees before and after the change should be disclosed. However, this does not apply in this case.

(3) If the audit fees have decreased by more than ten percent compared to the previous year, the amount, ratio, and reason for the decrease in audit fees should be disclosed. However, this does not apply in this case.

5. Information on Replacement of CPAs: None。

6. The Company's chairperson, general manager, or any managerial officer in charge of finance or accounting matters has in the most recent year held a position at the accounting firm of its certified public accountant or at an affiliated enterprise of such accounting firm: None.

7. Any transfer of equity interests and/or pledge of or change in equity interests (during the most recent fiscal year or 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 percent during the most recent fiscal year or during the current fiscal year up to the date of publication of the 04/20/2023 annual report are as follows:

(1) Information on shareholding changes for Directors, Managerial Officers, and major shareholders

Unit: share

Title	Name	2024		As of 03/29/2025 for the current fiscal year.	
		Increase (decrease) of shareholding quantity	Increase (decrease) of pledged shareholding quantity	Increase (decrease) of shareholding quantity	Increase (decrease) of pledged shareholding quantity
Chairman & General Managerial Officer	CHEN, LONG-SHUI	-	-	-	-
Director	XIE, GUO-XIONG	-	-	-	-
Director	LONGWELL COMPANY Corporation Representative：HUANG, YAN-FENG	(897,000)	-	-	-
Director	LONGWELL COMPANY Corporation Representative: CHEN, CHIEH-CHIH	(897,000)	-	-	-
Director	CHEN, ZHI-MING	-	-	-	-
Independent Director	FENG, BEN-LI	-	-	-	-
Independent Director	LIU, GUO-NAN	-	-	-	-
Independent Director	SHEN, SYUE-REN	-	-	-	-
Independent Director	LIAO, YI-FANG	-	-	-	-
Executive Deputy General Managerial Officer	HUANG, YOU-XIANG	-	-	-	-
Chief Financial Officer (Deputy General Managerial Officer)	CHEN, YI-JING	(18,000)	-	-	-
Chairman's Special Assistant Assistant Managerial Officer	JIANG, WEN-YU	-	-	-	-
Shareholders owning 10% or more of the Company's shares	LONGWELL COMPANY	(897,000)	-	-	-

Note 1: Shareholders holding more than 10% of the Company's shares should be clearly noted as major shareholders and listed separately.

Note 2: When the transfer or pledge of equity involves related parties, it should be separately listed in the appendix.

(2) Information on equity transfer: There is no situation of related parties involved in equity transfer.

(3) Information on equity pledge: There is no situation of related parties involved in equity pledge.

8. Information on the top 10 shareholders and their relationships, including spouses, relatives within the second degree of kinship, or related parties as follows:

03/29/2024 Unit: share%

Name（Note1）	Personal shareholding		Holding shares of spouse and minor		Holding shares under another person's name		Names or names and relationships of related parties or relatives within the second degree of kinship among the top ten shareholders with mutual relationships		Note
	Share quantity	Ownership percentage	Share quantity	Ownership percentage	Share quantity	Ownership percentage	Title (Name)	Relationship	
Longwell Representative: Li Chun-Zheng	36,691,611	24.43%	-	-	-	-	None	None	
Shilian Investment Co., Ltd. Representative: Zhou Mei-Nu	4,000,000	2.66%	-	-	-	-	Chen Zhi-Ming Chen Long-Shu	Mother and son Spouse	
Xie Guo-Xiong	3,869,379	2.58%	-	-	-	-	Xie Yu-Yan Xie Yuan-Hua	second-degree relative second-degree relative	
Chen Zhi-Ming	2,800,000	1.86%	-	-	-	-	Zhou Mei-Nu Chen Long-Shui	Mother and son Father and son	
Chen Long-Shui	2,600,000	1.73%	900,000	0.564%	-	-	Zhou Mei-Nu Chen Zhi-Ming	Spouse Father and son	
Cheng Zheng-Chang	2,445,000	1.63%	-	-	-	-	None	None	
Yan Shao-hua	2,444,648	1.63%	-	-	-	-	None	None	
Lin Jian-Bin	2,307,733	1.54%	-	-	-	-	None	None	
Hui Ling Investment Co., Ltd. Representative: Xie Yu-Yan	1,983,580	1.32%	-	-	-	-	Xie Guo-Xiong Xie Yuan-Hua	econd-degree relative second-degree relative	
Jin Fu Yi Investment Co., Ltd. Representative: Xie Yuan-Hua	1,917,939	1.28%	-	-	-	-	Xie Guo-Xiong Xie Yu-Yan	second-degree relative second-degree relative	

Note 1: The top ten shareholders should all be listed, and for corporate shareholders, both the name of corporate shareholder and the name of the representative should be separately listed.

Note 2: The calculation of ownership percentage refers to the calculation of ownership percentage separately using one's own name, spouse, minor children, or using the name of another person.

Note 3: When listing the shareholders mentioned above, including both corporate and natural persons, the relationships between them should be disclosed in accordance with the financial reporting standards of the issuer.

9. The total number of shares and total equity stake held in any single enterprise by the Company, its directors and supervisors, managerial officers, and any companies controlled either directly or indirectly by the Company:

12/31/2024 Unit: share/%

Investment in the transfer of business (Note)	Investment of the Company		Directors, supervisors, Managerial Officers, and investments in businesses directly or indirectly controlled		Comprehensive Investment	
	Number of stocks	Ownership percentage	Number of stocks	Ownership percentage	Number of stocks	Ownership percentage
Everfull Electronic Co., Ltd.	-	100%	-	-	-	100%
Fulin Investment Consulting Co., Ltd	100,000	100%	-	-	100,000	100%
TAIWAN LINE TEK ELECTRONIC (SAMOA) CO., LTD.	-	100%	-	-	-	100%
LINETEK JAPAN CO., LTD.	200	100%	-	-	200	100%
LINE TEK ELECTRONIC (VIETNAM) LTD.	-	100%	-	-	-	100%

Note 1: This is an investment accounted for using the equity method by the Company.

Note 2: The information is sourced from the audited financial statements for the year2023, which were prepared using the equity method by the accountant.

III. Fundraising Situation

1. Capital and Shares

(1) Sources of Capital Stock

1、Sources of Capital Stock

03/29/2025 Unit: NTD/ share

Month/Year	Issue price	Authorized capital stock		Paid-in capital stock		Note		
		Share quantity	Amount	Share quantity	Amount	Sources of Capital	Non-cash capital contribution	Other
07/2011	10	100,000,000	1,000,000,000	82,992,858	829,928,580	Cash converted: NT$24,172,680	None	08/08/2011 Granted Commerce Letter No. 100011779910
08/2012	10	150,000,000	1,500,000,000	87,142,501	871,425,010	Cash converted: NT$41,496,430	None	08/24/2012 Granted Commerce Letter No. 10101175660
12/2012	10	150,000,000	1,500,000,000	87,280,941	872,809,410	Convertible bonds converted: NT$1,384,400	None	03/12/2012 Granted Commerce Letter No. 10101248000
04/2014	10	150,000,000	1,500,000,000	96,835,946	968,359,460	Convertible bonds converted: NT$95,550,050	None	04/15/2014Granted Commerce Letter No. 10301062220
07/2014	10	150,000,000	1,500,000,000	100,151,779	1,001,517,790	Convertible bonds converted: NT$33,158,330	None	07/25/2014Granted Commerce Letter No. 10301152490
10/2014	10	150,000,000	1,500,000,000	105,155,901	1,051,559,010	Profit converted: NT$50,041,220	None	10/23/2014Granted Commerce Letter No. 10301219770
11/2014	10	150,000,000	1,500,000,000	105,337,485	1,053,374,850	Convertible bonds converted: NT$1,815,840	None	11/24/2014 Granted Commerce Letter No. 10301241340
08/2016	10	150,000,000	1,500,000,000	114,484,596	1,144,845,960	Cash converted: NT$84,269,990 Employee compensation: NT$7,201,120	None	08/15/2016 Granted Commerce Letter No. 10501199190
09/2016	10	150,000,000	1,500,000,000	142,484,596	1,424,845,960	Private placement: NT$280,000,000	None	09/12/2016 Granted Commerce Letter No. 10501225020
07/2019	10	180,000,000	1,800,000,000	142,484,596	1,424,845,960	Increase in authorized capital	None	07/22/2019 Granted Commerce Letter No. 10801090230
09/2020	10	180,000,000	1,800,000,000	141,934,596	1,419,345,960	Cancelate treasury stock 5,500,000 shares	None	09/07/2020 Granted Commerce Letter No. 10901164090
09/2023	10	180,000,000	1,800,000,000	146,152,134	1,461,521,340	Profit converted: NT$42,175,380	None	09/18/2023 Granted Commerce Letter No. 11230174390
03/2024	10	180,000,000	1,800,000,000	150,144,074	1,501,440,740	Convertible bonds converted: NT$39,919,400	None	03/12/2024 Granted Commerce Letter No. 11330024580

Note 1: The data should be filled in for the current year as of the date of the annual report.
Note 2: For the increased capital portion, the effective (approved) date and reference number should be added.
Note 3: Stocks issued below par value should be clearly marked.
Note 4: If using monetary claims or technology to offset stock payments, it should be stated and the type and amount of offset should be noted.
Note 5: Private placement stocks should be prominently marked.
Note 6: The Company was established in July 1978 with a registered capital of NTD 5,000,000.

2. Types of shares issued as of the end of the latest fiscal year and the date of printing of the annual report 03/29/2025 Unit: share

Type of shares	Authorized shares			Note
	Outstanding shares	Unissued shares	Total	
Common stock	150,144,074	29,855,926	180,000,000	Listed stocks

3. Summary declaration system-related information: None.

(2) List of Major Shareholders

03/29/2025 Unit: share

Major Shareholder Name \ Shares	Shareholding quantity	Ownership percentage(%)
Longwell	36,691,611	24.43%
Shilian Investment Co., Ltd.	4,000,000	2.66%
Xie, Guo-Xiong	3,869,379	2.58%
Cheng, Zhi-Ming	2,800,000	1.86%
Chen, Long-Shui	2,600,000	1.73%
Cheng Zheng-Chang	2,445,000	1.63%
Yan Shao-hua	2,444,648	1.63%
Lin, Jien-Bing	2,033,733	1.54%
Hui Ling Investment Co., Ltd.	1,983,580	1.32%
Jing Fu Yi Investment Co., Ltd.	1,917,939	1.28%

(3) Company's dividend policy and implementation thereof:

1. Dividend policy stipulated in the Company's articles of association:

   If there are profits in the annual final accounts of the Company, after paying income tax in accordance with the law, the Company shall first make up for the accumulated losses in previous years, and then allocate 10% as statutory surplus reserves. However, if the statutory surplus reserves have reached the total capital of the Company, there is no need to set aside any further reserves.

   If there is a profit in any fiscal year, before allocating staff remuneration and director remuneration, the Company shall reserve an amount to make up for the accumulated losses, and then allocate the remaining amount for staff remuneration not less than 2% and director remuneration not more than 5%. In addition, in accordance with the relevant laws and regulations, after setting aside or reversing special surplus reserves, the Company will formulate a profit distribution plan through the Board of Directors and submit it to the shareholders' meeting for resolution, together with the accumulated undistributed profits.

   The Company's dividend policy adopts a principle of prudent balance, taking into account the profit situation, financial structure, funding needs for future development, and long-term business plans. At least 10% of the dividends distributed in the current fiscal year shall be allocated for cash dividends. However, the Board of Directors may adjust this allocation based on the overall operational status and funding plans at that time.

2. The proposed dividend distribution at this shareholders' meeting:

   On March 10, 2025, the Board of Directors passed a proposal to distribute cash dividends of NT$0.81 per share, totaling NT$121,616,700, to be approved by the shareholders' meeting on May 27, 2025.

(4) Effect upon business performance and earnings per share of any stock dividend distribution proposed or adopted at the most recent shareholders' meeting: Not applicable.

(5) Profit-sharing compensation of employees and directors:

1. According to the Company Law, the Company shall distribute employee remuneration based on a fixed amount or ratio of the current year's profits. However, if the Company has accumulated losses, they should be compensated first. The employee remuneration can be paid in the form of stocks or cash, subject to a resolution passed by at least two-thirds of the directors present at a meeting and approved by a majority of the directors, and reported to the shareholders' meeting. The Company's articles of association may also specify the recipients of the stocks or cash, including subsidiary employees who meet certain conditions. After deducting accumulated losses, if any, the Company shall allocate employee remuneration of not less than 2% and Director remuneration of not more than 5% according to the current year's profit situation.

2. Accounting treatment in case of a difference between estimated and actual employee and Director remuneration amounts and stock-based employee remuneration calculation basis:
The estimated amount of employee and Director remuneration for the current period is based on the net profit after tax for the current year, estimated at the percentage specified in the articles of association, and recognized as current operating expenses. However, if the actual distribution differs from the estimate in a subsequent shareholders' meeting, it will be adjusted in the following year's income statement.

3. Director meeting resolution for the distribution of remuneration:

(1) The Company's Director meeting on March10, 2025 approved the distribution of cash remuneration for employees and Director remuneration amounts:
Director remuneration of NT$10,769,703.
Employee remuneration of NT$12,308,232.

(2) The proposed distribution of stock-based employee remuneration and the ratio of the total amount to the current year's net profit and total employee remuneration: None.

(3) The earnings per share calculated after considering the proposed distribution of employee and Director remuneration is NT$1.49.

4. Actual distribution of director and employee compensation for the year 2023 (including share quantity, amount, and stock price):

(1) Director compensation: NT$10,790,016, the actual distribution is no different from the estimated amount recognized as expenses for the year.

(2) Employee compensation: NT$12,331,447, the actual distribution is no different from the estimated amount recognized as expenses for the year.

(6) Status of a company repurchasing its own shares:

03/29/2025

Number of Repurchases (Note)	First period	Second period
Purpose of Repurchases	Maintaining company credit and shareholder rights	Transfer of shares to employees
Repurchase Period	03/30/2020 ～ 05/26/2020	08/15/2022 ～ 10/11/2022
Repurchase Price Range	NTD 22 ～ 30	NTD 22 ～ 35
Types and quantity of repurchased shares	Common stock 550,000 shares	Common stock 1,350,000 shares
Amount of repurchased shares	NTD 14,021,620	NTD 38,139,441
Percentage of repurchased shares to the planned amount (%)	55.00%	54.00%
Number of shares disposed of or transferred	550,000 shares	1,350,000
Cumulative number of shares held by the Company	0	0
Percentage of cumulative shares held by the Company to the total issued shares (%)	0	0

Note: The number of fields may be adjusted according to the actual number of issuances.

2. Issuance of Corporate Bonds.

(1) Outstanding and ongoing corporate bonds

<table>
<tr><td colspan="2">Bond Type</td><td>Domestic Fourth Unsecured Convertible Corporate Bonds</td></tr>
<tr><td colspan="2">Issuance Date</td><td>August 11, 2023</td></tr>
<tr><td colspan="2">Face Value</td><td>NT$100,000</td></tr>
<tr><td colspan="2">Issuance Venue</td><td>Not applicable</td></tr>
<tr><td colspan="2">Issue Price</td><td>Issued at 100% of face value (full issuance)</td></tr>
<tr><td colspan="2">Total Amount</td><td>NT$400,000,000</td></tr>
<tr><td colspan="2">Interest Rate</td><td>0%</td></tr>
<tr><td colspan="2">Term</td><td>3 years, due on August 11, 2026</td></tr>
<tr><td colspan="2">Guarantee</td><td>None</td></tr>
<tr><td colspan="2">Trustee</td><td>Bank SinoPac Co., Ltd.</td></tr>
<tr><td colspan="2">Underwriter</td><td>President Securities Corporation</td></tr>
<tr><td colspan="2">Legal Counsel</td><td>Not applicable</td></tr>
<tr><td colspan="2">Auditor</td><td>Not applicable</td></tr>
<tr><td colspan="2">Redemption</td><td>Cash redemption at maturity, unless redeemed by the Company, sold back to the Company, or converted prior</td></tr>
<tr><td colspan="2">Outstanding Principal</td><td>NT$271,100,000</td></tr>
<tr><td colspan="2">Redemption or Early Repayment Provisions</td><td>1. Following three months from the issuance of the convertible corporate bonds until forty days before the end of the issuance period, if the closing price of the Company's common stock exceeds 30% of the then-current conversion price for thirty consecutive business days, the Company may, within the subsequent thirty business days, send a registered "Bond Redemption Notice" to bondholders (valid for 30 days from the date of issuance), redeeming the bonds at face value in cash and requesting the Taipei Exchange to announce the redemption. Upon executing the redemption request, the Company must redeem the convertible bonds in cash at face value within five business days after the bond redemption reference date.
2. From the day following three months after the issuance of the convertible corporate bonds until forty days before the end of the issuance period, if the outstanding balance of the convertible bonds in circulation falls below 10% of the original total issuance amount, the Company may, at any subsequent time, send a registered "Bond Redemption Notice" (valid for 30 days from the date of issuance), redeeming the bonds at face value in cash and requesting the Taipei Exchange to announce it. Upon executing the redemption request, the Company must redeem the convertible bonds in cash at face value within five business days after the bond redemption reference date.
3. If a bondholder fails to provide a written response to the "Bond Redemption Notice" by the bond redemption reference date, the company will redeem the convertible bonds held by the bondholder in cash at face value within five business days after the bond redemption reference date.
4. In case the company executes the redemption request, the bondholders' final conversion deadline shall be the second business day after the cessation of trading of the convertible bonds.</td></tr>
<tr><td colspan="2">Restriction Clause</td><td>Not applicable</td></tr>
<tr><td colspan="2">Credit Rating Agency Name, Rating Date, Bond Rating Result</td><td>None</td></tr>
<tr><td rowspan="2">Additional Rights</td><td>Summary of Conversion (Exchange or Subscription) of Ordinary Shares as of the Date of Annual Report Printing</td><td>0</td></tr>
<tr><td>Method of Issuance and Conversion (Exchange or Subscription)</td><td>Conversion is conducted in accordance with Article 14 of the provisions for the Company’s 4th Unsecured Convertible Corporate Bond.</td></tr>
<tr><td colspan="2">Impact of Issuance and Conversion, Exchange, or Subscription on Equity Dilution and Existing Shareholder Rights</td><td>Regarding the impact on equity dilution, the conversion of convertible bonds does not result in immediate dilution of equity for the company before the bondholders exercise their conversion rights. Bondholders have the option to choose a more favorable timing for conversion during the convertible period, thus deferring the effect of equity dilution. In terms of impact on existing shareholder rights, although the conversion of convertible bonds increases the company's liabilities before conversion, upon conversion into ordinary shares, this action not only reduces liabilities but also</td></tr>
</table>

	increases shareholder equity, thereby enhancing earnings per share over the long term. Therefore, the impact on existing shareholder rights is safeguarded and does not lead to significant adverse effects.
Custodian Institution for Exchange Subject Matter	Not Applicable

(2) Convertible Corporate Bonds Information

Bond Type		Fourth Unsecured Convertible Corporate Bonds	
Item / Year		2024	As of Current Year Ending March 31
Conversion Bond Market Prices	Highest	127.10	104.70
	Lowest	102.00	100.00
	Average	118.40	103.43
Conversion Price		NT$32.29 per share	
Issuance Date and Conversion Price at Issuance		NT$33.53 per share on August 11, 2023	
Method of Conversion Obligation		Issuing New Shares	

3. There is no issuance of Preferred Shares (with attached subscription rights).
4. There is no issuance of Global Depositary Receipts.
5. There is no issuance of Employee Share Subscription Warrants.
6. There are no New Restricted Employee Shares.
7. There is no issuance of new shares in connection with mergers or acquisitions or with acquisitions of shares of other companies.
8. There is no status of implementation of capital allocation plans.

IV. Overview of business operations

1. A description of the business

(1) Scope of business:

1. The main business of the Company includes:
   (1) Manufacturing and sales of AC/DC power transmission cables for personal computers and laptops.
   (2) Manufacturing and sales of AC power transmission cables for home appliances and display monitors.
   (3) Manufacturing and sales of AC power transmission cables for cloud computing and Internet of Thing applications.
   (4) Manufacturing and sales of signal transmission cables and AC/DC power transmission cables for smart devices and gaming consoles.
   (5) Manufacturing and sales of power and transmission cables for new energy and electric vehicles.
   (6) Manufacturing and sales of outdoor-use AC/DC power transmission cables for industrial applications and low-earth-orbit satellites.
   (7) Manufacturing and sales of environmentally friendly low-halogen and halogen-free AC/DC power cables.

2. Relative weight

Unit:(NTD) thousand dollars

Product Categories	2024 operating revenue	Proportion
Information and computer electrical power transmission cable	3,880,034	95.23%
Other	194,560	4.77%
Total	4,074,594	100%

3. The current products (services) offered by the Company:

The Company is a specialized designer and manufacturer of various power and transmission cables for information and consumer electronics, cloud computing and IoT applications, electrical appliances, and new energy sectors. Our service clients include internationally renowned brands, major home appliance manufacturers in Europe and the United States, large-scale domestic and foreign original equipment manufacturers of electronics, and professional power supply producers. We offer a wide range of long-tail standard power cords, customized aesthetically designed and multifunctional niche power cables, as well as environmentally friendly transmission cables compliant with European environmental protection and recycling certifications.

4. New products/services planned for development by the Company:
   (1) Research and development of innovative processes and appearance improvements for computer and electrical power transmission cable assemblies, as well as obtaining new safety certifications in multiple countries.
   (2) Research and development of process improvements for innovative information peripheral products and efficient connection cable assemblies for communication systems.
   (3) Research and development of process improvements for components and new devices related to consumer electronics usage.
   (4) Development of high-power plugs for industrial and medical applications.
   (5) Research and development of smart electric vehicle-related cables and plugs.

(2) An overview of the industry

1. The current status and development of the industry

Notebook computers represent higher shipment shares in the Company's product and sales mix. In 2021, global notebook shipments reached a historic high of 268 million units, driven by pandemic-related demand. However, as the pandemic-driven boom subsided, demand for remote work and Chromebooks for distance learning gradually softened. Global notebook shipments declined to 185 million units in 2022 and further to 174 million units in 2024. Nonetheless, the accumulated deferred demand during this period is expected to gradually recover starting in 2025. Meanwhile, rising uncertainty over U.S. tariff policies has prompted several major manufacturers to adopt precautionary measures by seeking secondary or even tertiary production bases outside of China, in an effort to reposition their supply chains and mitigate associated risks.

In 2023, global demand for consumer products weakened due to factors including high interest rates, inflation, and underperformance of the post-pandemic Chinese economy. These conditions led to a slowdown in manufacturing activities worldwide. Additionally, the expansion of the U.S.-China chip ban, ongoing conflict between Russia and Ukraine, and the Israel-Palestine conflict contributed to a global geopolitical landscape characterized by bloc confrontations, adversely impacting global economic development and social stability.

2023 proved to be the most challenging year for laptop shipments due to various factors such as severe global economic conditions, inventory adjustments by brand manufacturers, and the continued high cost of integrating new technologies, all of which notably subdued market demand. Estimated figures indicate a decline of approximately 13% in laptop shipments for 2023, totaling around 180 million units. Starting from the third quarter, after about a year of inventory adjustments, key laptop components like processors, panels, memory, and storage devices had largely returned to normal inventory levels. This led some brands to initiate stock replenishment efforts, particularly with signs of global economic recovery emerging, pushing the laptop market into a peak restocking phase. In the latter half of 2023, brands continued to capitalize on mature consumer markets, focusing on contemporary or previous-generation mainstream models with favorable cost-performance ratios, which stimulated demand during this period. With the gradual recovery of the global economy and easing inventory pressures, it is anticipated that the global notebook market will restore to a healthy supply-demand cycle in 2024, driven mainly by the gradual release of replacement demand from the terminal business market and the sustained expansion of demand for Chromebooks, gaming laptops, and similar products.

The AI wave, which initially swept through servers, is now making its way to PCs, where "AI PCs" have become the frontline battleground for manufacturers, representing a significant turning point in revitalizing the PC industry. Beginning in 2024, enterprises may experience moderate single-digit growth, while consumer spending is expected to see only modest single-digit growth due to increased financing costs resulting from monetary tightening. Current shipment forecasts stand at 271 million units with a 5% annual growth rate, although slight downward adjustments may occur due to potential market shifts. With the demand driven by Windows 11 upgrades and the proactive development of artificial intelligence and its applications, a much more substantial expenditure growth is anticipated in 2025.

Smart home appliances, through IoT cloud intelligence, aim to achieve "cloud living, shared by all". In the future, the integration of mobile devices, smart objects, and vehicles will allow for universal control and artificial intelligence applications, creating a comprehensive smart automation control. Looking ahead to 2024, the value chain of the information and electronics industry is expected to continue to be reshaped, and the global economy is expected to slowly recover. However, the extent of the recovery is limited, and the ongoing trade and technology conflicts between the US and China continue to bring uncertainty. Amidst the impact of trade wars, the early arrival of shortened and decentralized supply chains is evident. Given U.S. trade and technology sanctions against China, high-tech manufacturers are compelled to diversify their production locations. Furthermore, various countries continue to develop smart manufacturing related policies to attract international investors to invest in setting up factories, making cross-border high-tech manufacturers layout more diversified among different countries. In the future, production sites will be more scattered and fragmented, and the global manufacturing system will shift towards "Made-in-Everywhere", developing a more market-oriented, more variable and flexible smart manufacturing production mode and supply system. Despite facing macroeconomic challenges, the outlook for the consumer electronics market in 2025 remains full of innovation and transformation. The rapid development and deep integration of AI technologies are injecting new vitality into the industry. From high-performance computing servers and smart home systems to personal computers, high-end gaming laptops, and the automotive sector, artificial intelligence is enhancing product intelligence, and user experience is expected to become a key driving force to boost the consumer electronics market demand.

2. The links between the upstream, midstream, and downstream segments of the industry supply chain

The links between the upstream, midstream, and downstream segments of the industry supply chain in our company's products covers consumer electronic products such as power cables,

VGA CABLES, USB CABLES, SCSI CABLES, RGB CABLES, as well as related components of computer mainframes and peripherals, communication networks, and high-efficiency transmission equipment. The upstream suppliers are manufacturers of bare copper wire and PVC powder, covering the manufacturing and plastic industries. The downstream industries are mainly computer systems and components, computer peripheral manufacturers, communication product manufacturers, consumer electronics industries, and electric vehicle wire harness manufacturers. The upstream and downstream industries have maintained a long-standing and good supply-demand relationship.

3. Various development trends and competitive situation of the products

(1) Development trends:

For many years, global information, communication, and consumer electronics products have been developing towards diversified functions, constantly seeking new and innovative designs, and meeting the trend of lightweight, thin, small, and multifunctional use. Communication networks have been developing towards various requirements such as broadband, high speed, stable quality, and popular use environments. Since the EU officially launched the Global Green Partnership in 2007, requiring industry players to jointly strive to meet the environmental protection requirements of low toxicity, low lead, and halogen-free for products, electronic products have already responded to the above requirements and have not hesitated to increase costs to develop related products and electronic components. This is also a new issue that the electronics industry must face to avoid the global warming effect.

(2) Competition situation:

Due to the flourishing development of related industries, there are many manufacturers investing in manufacturing and production. Connector manufacturers are mostly small and medium-sized enterprises, and small factories have withdrawn or been acquired, while large factories need to rapidly expand their scale and equipment, leading to the trend of the big getting bigger. Over the years, domestic component factories have become increasingly concentrated due to the fierce competition requirements of urgent delivery, quality improvement, and price compression by large factories, making the brand concentration more apparent. Therefore, our company has been actively strengthening its manufacturing and R&D technology, personnel's professional training, controlling and reducing various costs, and striving to create advantages and differences with peers to enhance market competitiveness.

(3) An overview of the Company's technologies and its research and development work:

1. The technical level and research and development required for our business:

The technology required for power transmission cables and connection cables includes multiple electrical tests, mold manufacturing and appearance inspections, injection molding operations, post-molding inspections, and must meet safety standards and obtain certifications from various countries such as the United States, Canada, South Korea, Australia, the European Union, South Africa, Japan, Taiwan, and mainland China. Our company develops new product technologies according to the required control structure and has successively obtained new safety certifications.

2. A listing of research and development expenditures during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report:

Unit:(NTD) thousand dollars

Year / Item	2023	2024	Until first quarter of 2025
R&D expenses	81,313	90,632	22,213

Source of information: Unaudited financial statements as of March 2023; Audited financial statements for 2023 and 2022 by certified public accountants.

3. Technologies and/or products successfully developed:

(1) Computer systems and electrical power transmission cable assemblies have already obtained safety certifications from various countries such as the United States, Canada, South Korea, Australia, the European Union, South Africa, Japan, Taiwan, mainland China, and the Soviet Union. In recent years, our products have also obtained safety certifications in India, Brazil, Malaysia, Israel, Cambodia, and other countries.

(2) In response to the special requirements of our existing customers for new products, we have developed multiple new molds and manufacturing technologies, such as adapters, halogen-free and cloud products, consumer electronics TYPE-C, electric vehicle-specific cables, and have applied for patents to increase the variety and diversity of our products and meet customer needs, growing together with our customers.

(3) In response to the EU Common Charger Directive (Directive (EU) 2022/2380), excluding notebook computers, all 12 categories of rechargeable portable devices will be unified to adopt the USB-C interface starting December 28, 2024. Notebook computers will also become applicable from April 28, 2026. The Company has already obtained comprehensive certifications from the USB Implementers Forum (USB-IF), covering USB 2.0, USB 3.2, USB 4.0, and USB Power Delivery (USB-PD). Product iterations are progressing smoothly, and the Company has already received and fulfilled large orders for USB-PD cable assemblies designated for notebook computers, well ahead of the 2026 compliance date.

(4) To meet the demands of low-earth-orbit satellite systems and specialized equipment for specialized environments, the Company has successfully developed and obtained weatherproof and waterproof power transmission cable safety certifications from major countries worldwide.

(4) The Company's long- and short-term business development plans:

Short-term business development plan:

Actively conduct research and development of electronic products related to our company's upstream and downstream or peripheral industries. This not only helps us grasp the pulse of the market, but also meets customer needs. We will provide better services to our existing brand customers and their related production partners.

1. Establish automated production to meet customer needs and effectively shorten delivery times.
2. Work closely with clients to develop and design projects and introduce products that meet market trends.
3. Continuously improve production processes, design and improve tools to avoid losses in the manufacturing process, and gradually improve production efficiency and effectiveness.

Long-term business development plan:

Rising labor costs and international copper prices have led to a compression of gross profit margins, thereby eroding the revenue and profitability performance of the industry. In response, the Company is actively strengthening factory management and advancing automation to reduce administrative expenses and improve production yield.

1. Enhance logistics and operations management by continuously developing and optimizing automated machinery, and adding equipment as needed to increase the overall automation ratio in production.
2. Continue training and retaining top managerial talent.
3. In response to global environmental trends, the production of eco-friendly products presents certain technical thresholds. The Company continues to invest in related materials and the R&D and manufacturing processes, supporting customers in obtaining tax benefits or subsidies when importing compliant products into countries with environmental regulations, thus creating win-win situations.
4. Continuously monitor updates to global regulations and environmental standards, and develop products that align with trends in eco-friendliness, energy efficiency, or specific customer needs.
5. Establish strategic alliances with major customers to secure stable, long-term orders.
6. Set up strategic points or warehouses near key international clients to enhance customer stickiness through proximity services and gain early access to critical development information.
7. Continue expanding partnerships with global enterprises and brand-name clients to develop long-term strategies and broaden international sales coverage.

2. An analysis of the market, as well as the production and marketing situation

I. Market Analysis

1. The geographic areas where the main products (services) of the Company are provided (supplied):

Unit:(NTD) thousand dollars

Year / Sales region	2023		2024	
	Amount	Ratio%	Amount	Ratio%
Taiwan	14,548	0.37	543,109	13.99
Asia	3,780,387	96.41	2,564,375	62.93
The Americas	75,744	1.93	460,372	11.30
Europe	48,883	1.25	506,738	12.44
Africa	1,629	0.04	-	-
Total	3,921,191	100.00	4,074,594	100.00

2. The Company's market share:

Our company's computer, information, communication, and smart home appliance connection cable products have been in the related industry for over 40 years, and most of our products have a leading market share compared to other competitors. However, due to changes in industry structure, increased manufacturing costs, and the EU's emphasis on and requirement for manufacturers to comply with the RoHS policy, some small and medium-sized businesses have disappeared, leading to a trend of market and brand concentration in the industry.

3. Demand and supply conditions for the market in the future:

   Our company's main business is the professional manufacturing and sales of computer peripherals, communication and information, and smart home appliance connection cable assemblies. The scope of application of our cable assemblies is quite extensive and can cover industries such as computers, communications, consumer electronics, automotive transportation, aerospace, and medical equipment, including computer system power transmission cable assemblies, mouse connection cable assemblies, keyboard connection cable assemblies, printer connection cable assemblies, network efficient connection cable assemblies, communication efficient connection cable assemblies, etc.

   Looking forward to 2023 and beyond, factors such as market characteristics, brand competition, manufacturer strategies, price decline, or user habits and changes will still be maintained, while new product values such as increasing memory and transmission interfaces and key technologies, cloud computing, and smart home appliances will bring unlimited business opportunities to manufacturers. The global market for small laptops and tablet computers is still growing, and the development of smart phones and the Internet of Things is increasing year by year. Taiwan's component manufacturers have favorable conditions for long-term cultivation of international giants and their OEM factories. Our production base moved to Huizhou factory in 2018 to strengthen factory management. In addition to greatly expanding the original production line, we will also build a PVC material plant and a copper wire processing plant, which will not only supply our own production needs but also provide services to external businesses. The subsequent production of PVC materials, copper bar drawing, wire extrusion, and injection molding will be streamlined, and the main raw materials for products will not need to be purchased externally, greatly improving our production efficiency and integrated planning for stable growth, to meet the production of innovative products, expand the Company's scale, and explore new markets.
   In response to the uncertainties surrounding U.S.-China trade relations and U.S. tariff policies, the Company’s newly established factory in Ha Nam Province, Vietnam, commenced operations in 2024. Currently, several major U.S.-based brands and key power supply customers have placed stable and ongoing orders. The factory’s monthly shipment volume is expected to increase from 800K/PCS to 1.2 KK/PCS units by Q4. Additional demand is under active negotiation with clients.

4. The market's growth potential, the Company's competitive niche, positive and negative factors for future development, and the Company's response to such factors:

(1) Competitive niche:

① With the rapid development of 5G, cloud computing, and AI technologies, their applications have expanded across a wide range of consumer electronics, including computers, telecommunications, wearable devices, home applications, household appliances, and satellites. Power transmission cables and signal connectors are no longer merely rigid demand products; instead, there is a growing need for high-value-added cables featuring multifunctionality, high power capacity, and aesthetics, with demands in design, manufacturing, and procurement.

② Our company has over 40 years of experience in manufacturing and sales, and our product brands have been recognized by well-known domestic and foreign brand owners. We have already done vertical integration of upstream and downstream products in the industry, and will continue to expand overseas factories and lower manufacturing costs to increase market competitiveness.

(2) Positive factors for future development:

①Establishment of overseas production bases: In view of the increasingly fierce competition in domestic and foreign markets and the need to supply customers with nearby production bases, establishing production bases overseas has become a trend in our country's industrial development. In order to enhance competitiveness, our company moved and expanded its manufacturing production in Huizhou in 2018 and invested in automation equipment to effectively improve production efficiency and reduce labor costs. Moreover, the Vietnam plant also began operations and started shipments in 2024 to increase product competitiveness, and to meet the orders of local foreign and well-known Taiwanese factories.

②Vertical integration of upstream and downstream products enhances competitiveness and increases profits: In order to meet the rapidly expanding market demand in mainland China in recent years and increase sales profits, in addition to increasing the production proportion of mainland factories, our company has also added upstream products such as AC power cords and DC transmission power cords, extrusion equipment, and PVC granule manufacturing in mainland factory areas, aiming to achieve vertical integration of related upstream and downstream products, effectively reducing manufacturing costs, shortening transportation time and delivery periods, and enhancing market competitiveness, thereby increasing profits.

③Having safety certifications from various countries around the world helps increase product competitiveness: In addition to the existing safety certifications from various countries, our company has successively applied for and completed safety certifications from over 27 countries worldwide, to meet customer market demands, enhance market share, and become a leading brand in the power transmission cable assembly industry. In 2011, we invested in obtaining safety certifications for halogen-free power cord assemblies and successively obtained certifications from dozens of countries such as Japan's PSE, the United States' UL, Canada's CSA, Germany's VDE, Denmark's DEMKO, Norway's NEMKO, Switzerland's SEV, the United Kingdom's ASTA, South Africa's SABS, and Australia's SAA. In order to comprehensively improve our technical capabilities and service quality and comply with the global green and environmental protection trend, our Huizhou plant spared no effort and obtained ISO-9001:2015 in February 2017, ISO-14001:2015 in December 2017, GB/T 28001-2011 idt OHSAS 18001:2007 in December 2017, and IATF 16949 certification in January 2021. Therefore, we constantly strive for self-growth and set high-level management goals.

④Maintaining long-term and stable customer relationships: The stability of the quality of power transmission cable assembly products directly affects the safety of downstream customer products and customer trust. Therefore, well-known manufacturers have strict requirements for the internal quality assurance systems of their suppliers, which is also an important decision factor for customers when purchasing products. Our company is highly recognized by domestic and foreign large manufacturers for our comprehensive production management processes and market-oriented responsiveness. We have also maintained long-term and stable supply-demand relationships, and the Company has continued to expand its business steadily in the consumer electronics industry through top-to-bottom comprehensive development.

⑤After the rapid development of the domestic 3C + 5G industry and the rise of a new middle class, urbanization, and technological development, changes in population structure have supported further growth of China's consumption, leading to an improvement in quality of life. Black and white electrical appliances have become essential in Chinese households. Since 2010, the Company has been highly involved in China's domestic market and achieved success through deep cultivation, with broad eng into the home appliance industry, including microwave ovens, range hoods, dishwashers, water heaters, refrigerators, washing machines, and air conditioners, with brands such as Midea, Changhong, TCL, Konka, and Xiaomi. In recent years, the quality of their products has been recognized by major Japanese, Korean, and European and American brands, who have placed orders for OEM manufacturing, making Chinese home appliances impossible for Taiwanese factories to ignore. The Company's Huizhou factory has passed the qualification systems of various customers and is now mass-producing their products. The Company will deepen the vertical integration of the upstream supply chain, further reducing production costs and making full use of their perfect quality advantage, increasing their competitiveness among Chinese enterprises, and expanding our presence in the Chinese domestic market.

(3) Negative factors for future development, and the Company's response to such factors:

①Currently, the consumer market is under the trend of low pricing, which has compressed the profit margin of related products and components. To cope with this, our company's strategy is to develop high value-added or diversified products to differentiate in the market.

②The main materials - copper and PVC, are constantly affected by international copper and oil price fluctuations, indirectly affecting the cost of purchases and profit conditions. To cope with this, our company's strategy is to continuously seek high-quality and reliable suppliers of materials for long-term cooperation or symbiotic partnerships.

③The global economy has been hit hard in the past by the financial crisis, the 301 US-China trade war, and the COVID-19 pandemic. Due to the high connection between the epidemic and the mainland industry, many Taiwanese businesses invest in China, and many intermediaries that export to the US produce products from there, which is not conducive to the electronics industry and components. To cope with this, our company's strategy is to focus on high-quality customers and international brand manufacturers, and to maintain close contact with customers at all times to understand market trends and monitor their credit status and market information to avoid being affected and dragged down.

④Domestic information and 3C manufacturers currently face tremendous market cost competition pressure, forcing manufacturers to move more production lines outside of China or Southeast Asia, and the proportion of overseas production continues to increase. To cope with this, our company's strategy is to establish production and sales points in Vietnam based on actual demand.

⑤In recent years, due to the rapid economic development, China has gradually become the location of global factories, creating the rise of local manufacturers who participate in price competition using local labor advantages, and labor wage structures have increased significantly in recent years, which has caused significant business pressure and compressed profit margins for our company. To cope with this, our company's strategy is to purchase fully automated production equipment to improve production efficiency, reduce inventory, and strengthen the liquidity of raw materials and shipped finished products.

II. Usage and manufacturing processes for the Company's main products

1、Usage for the Company's main products

Product Name	Usage
Computer system power transmission cable assembly	Computer, communication, and consumer electronics
Electrical power transmission cable assembly for electronic devices	General appliances, information appliances, smart digital appliances, etc.
Signal connection cable for information peripheral products	High-frequency transmission products, communication, video game consumer electronics, etc.
High-efficiency connection cable assembly for communication systems	USB 3.1 Type-c Gen1/Gen2 etc.
Automotive power connection cable assembly	Electric vehicle charging cables

2、Production process of transmission cables:

Plastic pellets / Wire / Terminal → Incoming → Plug/tail processing (stripping, internal mold assembly, terminal crimping)

→ Strain-Relief injection → Terminal → Tail insert molding

→ Plug insert → 100% finished product inspection Conductivity and voltage → Winding

→ Packaging → War → Shipment → Ship

3、The automatic production of transmission cables:

Plastic pellets / Wire / Terminals → Incoming Inspection → Plug/tail processing (stripping, internal mold assembly, terminal crimping)

→ Tail insert molding → Plug insert molding

→ 100% finished product inspection Conductivity and voltage resistance, polarity test → Winding packaging → Packing Inspection

→ Warehousing → Outgoing Inspection → Shipping

4、Production process of connection wires:

PCB plug-in → Testing → Repairing → Assembly → Gluing → Testing → Repairing → Burning-in → Packaging → Warehousing → Shipping

5、Copper stretching process:

2.6mm copper rod → medium stretching → fine stretching (according to specific requirements) Fine-stretched wires are twisted together → placed in a nitrogen-filled tank for annealing → cooling process → stored in warehouse after being taken out of the tank.

6、Production process of automotive power cables:

Plastic pellets

Wire → Incoming Inspection → Head/tail processing (stripping, crimping, tin-plating, PCB assembly)

Terminals

→ Head/tail injection molding → Head/tail air tightness test → PCB test → Insertion/extraction force test

→ Finished product inspection → Packaging → Warehousing → Shipment inspection

III. Supply situation for the Company's major raw materials

The main raw materials for our company's major products are supplied by large factories, with stable quality and accurate delivery schedules. Not only is the supply guaranteed, but the prices are also competitive. Through long-term cooperation, we have established a good and stable interdependent relationship with our suppliers, who are able to supply materials to our company reliably, which is beneficial for our long-term development.

Main Products	Main Materials	Main Suppliers	Supply Situation
1、Computer systems and electrical power transmission cable assemblies 2、Information peripheral product signal connection cables 3、High-efficiency connection cable assemblies for communication systems	Copper wire	Kecheng Copper, Jiangxi Copper	Good and stable
	Wire rod	CHANGLIAN COMPANY & FEED LTD., Recheer Electric Wire & Cable	
	Copper sheet	Wangda, Wen Jung Industry	
	Copper tube	Solectron, Sinyi, 12 O'Clock Inc. (Wen Jung)	
	Rack types	Te Chang Construction Co., Ltd., Yaolong, Intech, Jiadi	
	PVC pellets	Linoya, Silver, Fushangmei Tech. Co., Ltd., Rongtel, Wanma-Cable, Dong Cheng, RYD SCI.&TECH.CO.,LTD.	
	Terminal types	Jinhui、JM-Plus、Sinyi、Gaden Precision Tools、Jia Der	
	Magnetic ring	Kefeng, AOKE, Jenli, Ferrico	
	PLUG	Fuan Gee, TaiJi Electronics Co., Ltd, Cheng-Shuo Technology Ltd., JAE, Deren, Singatron, Drapho	
4、Automotive power connection cable assemblies	Copper wire	Kecheng Copper、Jiangxi Copper	
	Wire rod	LINETEK self-made EV series	
	Rack types	Te Chang Construction Co., Ltd., TaiJi	
	Flame-retardant rubber pellets	Wanma-Cable, RTP	
	Terminal types	JM-Plus, TaiJi, Te Chang Construction Co., Ltd.	
	PCB	JJnet、Light-Morning	

IV. A list of any suppliers and clients accounting for 10 percent or more of the Company's total procurement (sales) amount in either of the 2 most recent fiscal years, the amounts bought from (sold to) each, the percentage of total procurement (sales) accounted for by each

1. Information on Major Suppliers for the Most Recent 2 Years

(NTD) thousand dollars

Item	2023				2024			
	Name	Amount	Ratio of annual net purchase amount 〔%〕	Relationship with the issuer	Name	Amount	Ratio of annual net purchase amount 〔%〕	Relationship with the issuer
1	A	750,687	32	None	A	922,124	32	None
2	B	319,096	14	None	B	392,767	14	None
3	Others	1,278,673	54		Others	1,549,414	54	
	Net purchases	2,348,456	100		Net purchases	2,864,305	100	

Note 1: The names of suppliers with purchase amounts and proportions exceeding 10% of the total purchases in the past two fiscal years shall be disclosed. However, if contractual agreements prohibit the disclosure of supplier names or if the counterparty is an individual and not a related party, they may be represented by code.

Note 2: As of the date of printing this annual report, for companies whose shares are listed or traded at securities firms, financial information that has been recently audited or reviewed by an accountant should be disclosed.

2. Information on Major Customers for the Most Recent 2 Fiscal Years

(NTD) thousand dollars

Item	2023				2024			
	Name	Amount	Ratio of Sales Net Amount for the Entire Fiscal Year 〔%〕	Relationship with the issuer	Name	Amount	Ratio of Sales Net Amount for the Entire Fiscal Year 〔%〕	Relationship with the issuer
1	B	718,155	18	None	A	649,868	16	None
2	A	593,907	15	None	C	570,385	14	None
3	C	399,276	10	None	B	523,052	13	None
4	Others	2,209,853	57		Others	2,331,289	57	
	Sales Net amount	3,921,191	100		Sales Net amount	4,074,594	100	

Note 1: List the names of customers who account for more than 10% of the total sales in the past two years, along with their sales amount and proportion. However, if the contract stipulates that the customer's name or transaction party cannot be disclosed and it is not a related party, a code name may be used.

Note 2: For companies whose stocks are listed or traded at securities firm branches as of the date of printing the annual report, if there is financial information that has been audited or reviewed by accountants recently, it should also be disclosed.

3. Reasons for Changes in suppliers and customers:

A. Procurement:

The Company's primary product line is wire, with copper wire being a key procurement item. Over the last two years, a shift in currency exchange rates and procurement strategies has led to a predominant focus on purchasing RMB-denominated copper wires. Due to changes in procurement policies, purchases from longstanding suppliers A、B increased.

B. Sales:

The decline in sales to Company B reflects the Company's reduced acceptance of low-profit orders. Conversely, increased sales to Company A and C were driven by higher demand for wire products.

V. Production Volume and Value in the Most Recent 2 Fiscal Years:

3. Employee Statistics

Employee Statistics for the Most Recent 2 Fiscal Years up to the Annual Report Publication Date

Year		2023	2024	Until March 31st, 2025
Number of employees	Managers and above	18	26	43
	General employees	1,641	1831	1,952
	Total	1,659	1857	1,995
Average age		34.47	35.31	34.14
Average tenure		1.75	1.82	1.99
Education distribution ratio	Doctorate	-	-	-
	Masters	0.12%	0.43%	0.40%
	College degree	8.98%	10.99%	17.69%
	High school	20.49%	21.40%	20.95%
	Below high school	70.40%	67.28%	60.95%

4. Disbursements for environmental protection:

(1) The products and production processes of our company do not cause environmental pollution and belong to non-polluting industries.

(2) The Company has not been subject to any sanctios due to environmental pollution in previous years.

(3) For the latest year and up to the date of the annual report, if there have been any losses incurred due to environmental pollution (including compensation and the results of environmental

protection inspections for violations of environmental protection regulations), the date and reference number of the sanction, the provisions violated, the contents of the violation, and the content of the sanction shall be disclosed. The estimated amount and corresponding measures currently and in the future shall also be disclosed. If it is not possible to estimate reasonably, the fact that it is not possible to estimate shall be explained: None.

(4) The Company has taken measures in response to the RoHS and REACH regulations of the European Union:

a. The Company introduced the EN71 (European Toy Standard) for the entire plant in August 2003, implemented control over low-lead and low-cadmium (EN3050/EN1122) in January 2004, and introduced the RoHS standard for the entire plant in August of the same year, and established a traceability system. Currently, the Company has established and issued the "Environmental Material Management Specification" up to version 1.9 at the Huizhou factory to comply with RoHS 2.0, REACH and other regulatory requirements, as well as the environmental management specifications of existing customers.

b. The Company's current "Environmental Material Management Specification" addresses the RoHS 2.0 control items and specifications.

Material management	Content standard	
	Non-metallic	Metallic
Cadmium (Cd)	ND	Solder < 20 PPM Copper alloy < 40 PPM
Lead (Pb)	< 30 PPM	General metal < 200 PPM Plating (tin, nickel) < 100 PPM Copper alloy < 30,000 PPMSteel < 3,500 PPM Aluminum alloy < 4,000 PPM
Mercury (Hg)	ND	Metal and its alloys ND Other < 5 PPM
Hexavalent chromium (Cr6+)	ND	ND
Polybrominated biphenyls (PBB)	ND	< 5 PPM
Polybrominated diphenyl ethers (PBDE)	ND	< 5 PPM
Di(2-ethylhexyl) phthalate (DEHP)	ND	ND
Butyl benzyl phthalate (BBP)	ND	ND
Dibutyl phthalate (DBP)	ND	ND
Diisobutyl phthalate (DIBP)	ND	ND
Packaging materials	The total amount of mercury, cadmium, lead, hexavalent chromium, etc. is less than 50 PPM, but the allowed concentration of lead/cadmium in plastic is below 5 PPM.	

3、Our company's inventory control measures are as follows:

A. We have implemented the use of 100% eco-friendly materials in our factory. When suppliers deliver raw materials, they are subject to IQC (Incoming Quality Control) inspection and graded for hazardous substance testing. Once approved, a green "PASS" label is affixed, and the materials are allowed to be stored in our warehouse.

B. Environmental control substances are included as a key inspection item. IQC samples are sent to the chemical laboratory for testing and recorded in a traceability table to monitor the presence of heavy metals to meet customer requirements.

C. If the inspection results are not up to standard, the materials are immediately isolated, and the penalty provisions of the environmental contract are enforced.

D. If environmental substance testing results exceed the standard, the materials cannot be returned to the supplier and cannot be used under any special circumstances.

E. If hazardous substance testing results exceed the standard, and it is determined that the supplier cannot effectively control the situation, we will assess the supplier's eligibility for qualification as a qualified supplier.

4、Our company's SQM (Supplier Quality Management) team schedules annual audits of suppliers' factories to assess their green partner operations.

5、Our company has passed audits from various companies including Brother, EPSON, HP, Lite-On, Kinpo, Midea, Lenovo, Delta, Foxconn, Whirlpool, Shukang, Chicony, and ARCELIK. We have also received the QC080000 third-party environmental management system certification and the GP certificate for laboratory from Brother Japan.

6、In order to meet the use of halogen-free materials in power cords, our company purchased a desktop X-ray testing and analysis machine (model: EDX-GP) from Shimadzu Corporation of Japan in May 2009 to analyze and detect materials for halogen-free materials.

7、In order to increase the accuracy of the desktop X-ray testing and analysis instrument used, our company purchased the ERM-EC680K heavy metal standard component in May 2011 to confirm the accuracy of the equipment and inspect its stability.

8、In order to strengthen the detection capability of plasticizers such as DEHP, BBP, DBP, DIBP, etc., our company purchased a GC/MS in August 2012 to comply with the requirements of RoHS 2.0 and detect phosphorus benzene 23P at the same time.

9、In order to increase the detection of red phosphorus (PO4), our company purchased a Kyoritsu DTM-TO4 test machine from Japan in April 2014.

5. Labor Relations:

(1) Current important labor-management agreements and implementation:

A. Employee welfare measures:

(i) The Company has established a "Employee Welfare Committee" in accordance with the law, which is composed of employee representatives elected by employees. Each year, a budget is allocated and various welfare measures are implemented according to the budget plan, such as regular travel, birthday and holiday gifts, and other activities.

(ii) All employees who have served for more than three months are required to be insured for group life insurance and accident insurance, and the insurance premium is paid by the Company.

B. Retirement system and implementation:

(i) The old system of employee retirement pension under the "Labor Standards Act":

In 1984, the Company established a retirement system for its employees in accordance with the Labor Standards Act. The Company sets aside retirement reserve funds on a monthly basis, which are stored in a special account in the Taiwan Bank Trust Department.

(ii) The new system of employee retirement pension under the "Labor Pension Act":

In July 2005, the government implemented the new system of employee retirement pension. The Company allows employees to voluntarily choose between the new and old systems (regardless of whether employees choose the new or old system, their seniority before June 1995 is still applicable to the old Labor Standards Act). For employees who choose the new system, the Company deducts 6% of their monthly salary as their retirement pension, which is deposited into the "Employee Individual Labor Pension Account".

(iii) Other important agreements: The labor and management sides of the Company's agreements are based on government regulations and comply with personnel management regulations, which are stipulated when employees enter the Company for employment.

C. Employee Education and Training:

(i) The education and training of our employees aims to enhance their skills and knowledge, improve work efficiency, promote business development, and enable them to play their roles in organizational operations, thereby achieving mutual coordination, stimulating employee self-development, and cultivating talent.
(ii) To cultivate employees who can fully demonstrate their functions in the organization and inspire their own knowledge and skills, in order to achieve mutual coordination, improve work efficiency, and establish a team spirit.
(iii) Education and training are implemented through the command system. All levels of supervisors in the organization have the obligation to provide education and training to their subordinates in their duties.
(iv) The Human Resources and General Affairs Department is responsible for education and training, including:
① Drafting the annual education and training plan.
② Assisting various units in implementing education and training.

(5) The categories of education and training are as follows:
①Education and training for new employees. The purpose of education and training for new employees is to enable them to have the necessary understanding of the Company and their work, and to adapt to the new environment.
② On-the-job education and training for general employees is provided by each unit according to business needs. The content is determined by each unit.
③Professional education and training for internal quality audit verification personnel and testing personnel.

(2) Losses due to labor disputes (including violations of labor laws based on inspection results, listing the date and number of disciplinary actions, violated regulations, content of violations, and disciplinary measures) suffered by the Company in the current and previous fiscal year up until the printing date of the annual report are disclosed, and estimated amounts and response measures for potential future losses are also disclosed. If it is not possible to make a reasonable estimate, the fact that a reasonable estimate cannot be made should be explained: None.

(3) Employee Code of Conduct and Ethics:

1. The Company has established regulations and notices for employees to abide by in accordance with personnel management procedures.
2. Employees should respect the Company's reputation. Personal opinions related to the Company should not be disclosed without permission, and the Company's name should not be used without authorization except when handling tasks assigned by the Company.
3. Employees are not allowed to operate or invest in businesses similar to or related to the Company's duties, nor are they allowed to hold positions in other companies.
4. Employees should be loyal to their duties and keep all business secrets confidential. They should have a cost-conscious mindset and take good care of all public property. Public property should not be taken out without permission.
5. Employees should dress neatly and not entertain guests arbitrarily during work hours (except in emergencies with the supervisor's permission), make noise, read newspapers or books, engage in fights or arguments, cause trouble, disrupt order, or violate discipline.
6. Employees should accept the Company's safety and health management and guidance, comply with safety and health regulations to ensure the safety of the factory and individuals, and maintain personal health and environmental hygiene.

6. Cyber security management

(1) Strategy and framework for cyber security management:

1. Cyber security risk management framework: The responsibility unit for information security in our company is the Computer Center, which is under the General Manager's office and is an independent administrative unit. It is not influenced by other departments and ensures impartiality in its operations. Its main responsibilities include establishing, planning, and managing information systems and network architecture, coordinating and implementing information security policies, promoting information security messages, and enhancing employee awareness of information security. The Audit Department conducts information security audits on the internal control system for computerized information systems annually to evaluate the effectiveness of the Company's information operations control.
2. Cyber security policies: In order to implement information security management, the Company has established internal control procedures for the cycle of computerized information systems and information security management methods, with the following objectives:

(1) The development of information systems should meet the needs of information technology users, and the information provided by the information system should be complete and accurate.
(2) Access to programs and data should be applied for and controlled.
(3) Physical security of information assets should be safeguarded.
(4) Avoid network interruption and unauthorized use or contact with servers due to line damage, which may result in abnormal operation.
(5) Avoid unexpected accidents that may cause file damage, resulting in system failure and incorrect report data.

3. Concrete management programs:

(1) Personnel security and management: For new personnel who require the use of information equipment, they must fill out relevant documents and obtain approval from the responsible supervisor before using the information equipment.
(2) Asset classification and control: Regular inventory of information assets is required. If there is a need to take out assets, users must fill out an out-of-office form and obtain approval from the responsible supervisor before taking out information assets.
(3) Physical and environmental security management:
  a) Critical equipment is kept locked inside the equipment room and undergoes daily scheduled inspections, with detailed records documented..
  b) The machine room has two independent air conditioners, which are alternated to maintain the appropriate temperature environment for the operation of the mainframe and various equipment.
  c) The machine room's mainframe is equipped with an uninterrupted power supply (UPS), and the battery is replaced every three years to ensure that the computer application system's operation is not interrupted during temporary power outages. 。
(4) Communication and Operation Management:
  a) Daily routine inspections are carried out on equipment to ensure the normal operation of information systems. Any anomalies are promptly addressed, with the process documented for reference.
  b) Automatically backup the database to another computer's hard drive every day to ensure data security.
  c) Periodically send backup data of the database and host to a bank safe deposit box for off-site backup.
  d) Keep antivirus software and virus code up to date to prevent network or computer paralysis caused by virus attacks.
  e) Set up a firewall between the internal and external networks to reduce external threats.

(5) Access Control:

a) Each operator has their own user code and password, which must be updated regularly. If the password is entered incorrectly too many times, the account will be automatically locked.

b) Based on the nature of the user's work and business scope, their system access permissions should be set, and the validity of the permission settings should be checked regularly.

c) After an employee leaves, all their permissions should be revoked by the computer center system administrator.

(6) Sustainable Management:

a) Conduct disaster recovery tests on the database regularly to reduce the risk of accidents.

b) To avoid external network interruptions caused by line damage, apply for two dedicated lines as backups.

(7) Security Awareness and Check:

a) Promote information security to raise employee awareness.

b) Conduct internal and external security audits irregularly.

4. Investments in resources for cyber security management:

(1) Human resources: 5 personnel are dedicated to information security operations in the Company.

(2) Security equipment: antivirus software, network firewall, sandbox technology simulation analysis (Capture ATP), junk email filtering mechanism, access control, and password management. Important host data is backed up and sent to a bank safe deposit box for storage every month.

(3) Conduct regular drills to test the system recovery plan, and establish backup network lines, backup computer room air conditioning, computer room access control, and monitoring system management.

(2) List any losses suffered by the Company in the most recent fiscal year and up to the annual report publication date due to significant cyber security incidents, the possible impacts therefrom, and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided.: The Company has not suffered any significant information security incidents that have caused business losses.

7. Important Contracts

The contracting parties, major content, restrictive clauses, and the commencement dates and expiration dates of supply/distribution contracts, technical cooperation contracts, engineering/construction contracts, long-term loan contracts, and other contracts that would affect shareholders' equity, where said contracts were either still effective as of the date of publication of the annual report, or expired in the most recent fiscal year:

Contract nature	Counterparty	Contract start and end date	Major content	Restrictive clauses
Cooperation framework agreement	Meijiahua Industry (Shenzhen) Co., Ltd.	From March 1st, 2014 until the contract is terminated in accordance with its provisions.	Acquired the mixed-use commercial and residential building on Guanlan Avenue in Long Walsin District, as well as cash compensation, by exchanging land-use rights and renewal and reconstruction rights.	None
Demolition and compensation agreement	Shenzhen Minji Real Estate Development Co., Ltd.	From August 25th, 2017 until the contract is terminated in accordance with its provisions.	Established a wholly-owned project company named "Meijiahua Industry (Shenzhen) Co., Ltd." to serve as the main entity for the urban renewal plan and planning application, as well as the implementation of the renewal and reconstruction of the project site. Acquired the mixed-use commercial and residential building on Guanlan Avenue in Long Walsin District, as well as cash compensation, by exchanging land-use rights and renewal and reconstruction rights.	None

V. A review and analysis of the Company's financial position and financial performance, and a listing of risks:

1. Analysis of the Company's financial position

Unit:(NTD) thousand dollars

Item \ Year	2024	2023	Differences		The ratio analysis of changes(Note)
			Amount	%	
Current assets	3,449,437	3,169,887	279,550	8.82	
Property, plant and equipment	1,055,844	1,639,254	(583,410)	(35.59)	1
Intangible assets	19,201	1,830	17,371	949.23	2
Other assets	1,567,428	646,768	920,660	142.35	3
Total assets	6,091,910	5,457,739	634,171	11.62	
Current liabilities	2,481,699	1,810,201	671,498	37.10	4
Non-current liabilities	409,255	590,046	(180,791)	(30.64)	4
Total liabilities	2,890,954	2,400,247	490,707	20.44	4
Capital stock	1,501,440	1,501,440	-	-	
Capital surplus	374,250	374,160	90	0.02	
Retained earnings	1,452,104	1,399,911	52,193	3.73	
Cumulative translation adjustment	(67,032)	(159,161)	92,129	57.88	5
Unrealized gain or loss on financial instrument	(79,320)	(79,003)	(317)	(0.40)	
Treasury stock	-	-	-	-	
Non-controlling interests	19,514	20,145	(631)	(3.13)	
Total equity	3,200,956	3,057,492	143,464	4.69	

Note: If the percentage of variance ratio exceeds 20% and the amount exceeds NT$10 million, it will be analyzed and explained.

Analysis of Variance: ：

1. This is due to the reclassification of certain property, plant and equipment to investment property during the year.
2. Due to the acquisition of intangible assets during the year.
3. During the year, the Group designated leasing activities as the main business of its subsidiary, Everfull Development (Huizhou), and accordingly reclassified the related plant and land use rights from property, plant and equipment and right-of-use assets to investment property.
4. Reclassification of corporate bonds payable as the current portion of long-term liabilities due within one year or within the normal operating cycle.
5. Due to significant exchange rate fluctuations during the year.

2. Financial Performance

(1) Financial performance comparative analysis table.

Unit:(NTD) thousand dollars

Item \ Year	2024	2023	Increase/Decrease Amount	Change Ratio(%)	Change Analysis(Note)
Operating net revenue	4,074,594	3,921,191	153,403	3.91	
Operating costs	3,563,495	3,284,032	279,463	8.51	
Gross profit from operations	511,099	637,159	(126,060)	(19.78)	
Operating expenses	455,436	396,799	58,637	14.78	
Operating profit	55,663	240,360	(184,697)	(76.84)	1
Non-operating income	264,093	70,815	193,278	272.93	2
Non-operating expenses	36,630	26,271	10,359	39.43	3
Pre-Tax income	283,126	284,904	(1,778)	(0.62)	
Income tax benefit (expense)	60,410	15,475	44,935	290.37	4
Profit (loss) from continuing operations for the current period	222,716	269,429	(46,713)	(17.34)	
After-tax net amount of other comprehensive income (loss)	93,324	(32,647)	125,971	385.86	5
Total comprehensive income	316,040	236,782	79,258	33.47	5
Profit, attributable to owners of parent	224,386	269,825	(45,439)	(16.84)	
Comprehensive income, attributable to owners of parent	316,671	237,523	79,148	33.32	5

Note: If the percentage of increase or decrease exceeds 20% and the amount exceeds NT$10 million, it should be analyzed and explained.

The ratio analysis of changes：

1. The decrease in operating profit for the year was mainly due to an increase in operating costs and expenses.
2. Atributed to an increase in other income and net foreign exchange gains.
3. Due to an increase in non-operating expenses this year, resulting in higher finance costs.
4. Due to an increase in deferred income tax.
5. Primarily attributable to a positive foreign exchange translation difference arising from the conversion of financial statements of foreign operations due to exchange rate fluctuations.

(2) Expected sales quantity for the next fiscal year and the main factors influencing the Company's expectation of continuous growth or decline: The Company expects to sell approximately 135 million units of various power transmission cables, charging cables, and connecting cables in 2024. Looking ahead to 2025, in response to continued business expansion, development of new customers, and the growth of electric vehicle (EV) charging cables, the estimated sales quantity of various products is approximately 150 million units, reaching a stable sales trend.

3. Cash Flow Analysis

Unit:(NTD) thousand dollars

Beginning cash balance(1)	Full-year net cash flows from operating activities(2)	Full-year cash outflows from investing and financing activities(3)	Effect of exchange rate changes(4)	Remaining (deficient) cash amount: (1)+(2)+(3)+(4)	Remedial measures for expected cash shortfall	
					Investment planning	Financial planning
702,223	118,905	21,123	(143,358)	698,893	-	-

(1) Analysis of the recent year's cash flow changes:
Operating activities: The changes primarily stem from the current period's net profit combined with depreciation and changes in working capital.
Investing activities: Primarily attributed to capital expenditures and shifts in financial assets.
Financing activities: This is primarily due to the issuance of corporate bonds, resulting in net cash inflows from financing activities.
(2) Remedial measures for insufficient cash and liquidity analysis: None.
(3) Analysis of cash flow liquidity in the future year: With the goal of maintaining stable cash flow, the Company will carefully plan and manage cash expenditures related to investments and operations, taking into account cash balances and cash flows from operating and investing activities, as well as prevailing financial market conditions.

4. The annual report shall describe the effect upon financial operations of any major capital expenditures during the most recent fiscal year.: None.

5. The annual report shall describe the Company's reinvestment policy for the most recent fiscal year, the main reasons for the profits/losses generated thereby, the plan for improving re-investment profitability, and investment plans for the coming year:

(1) The Company's reinvestment policy for the most recent fiscal year:
In the recent year, our company's main focus on investment has been in Vietnam. This is in line with our goal to expand our global market and meet the demands of our customers by establishing necessary manufacturing plants. We also consider factors such as future growth and operational needs when making investment decisions, and we closely monitor the operation status of our invested businesses.

(2) Main reasons for investment gains from re-investment: Refer to the table below.
The investment profit from the investment in the subsidiary business for this year was NTD 16.697million.

Name of Investee Company	Company Nature	2024			Reasons for Profit or Loss	Improvement Plan
		Shareholding Ratio (%)	Share of net income recognized under equity method and share of profit/loss from joint ventures recognized during the period (NTD thousand dollars)	Ratio (%)		
SMART GUY LIMITED	Control company of the invested companies in Mainland China.	45.00	16,697	100.00	Due to stable operations and profitability	N/A
Total				100.00		

(3) Investment plan for the next year:
Capital expenditures for machinery and equipment at subsidiaries in Vietnam and Mainland China.

6. The section on risks shall analyze and assess the following matters during the most recent fiscal year and as they stood on the date of publication of the annual report:

(1) The effect upon the Company's profits (losses) of interest and exchange rate fluctuations and changes in the inflation rate, and response measures to be taken in the future.:

1. Impact of recent year interest rate fluctuations on the Company's financial performance and future response measures:

   The interest expense for the Company in 2023 was NTD 19.804 million, accounting for 0.51% of the annual operating revenue net amount. Interest rate fluctuations did not have a significant impact on the Company. The finance department regularly evaluates borrowing rates and maintains good relationships with banks to obtain more favorable borrowing rates.

2. Impact of recent year exchange rate fluctuations on the Company's financial performance and future response measures:

   The Company's core business is focused on exports, and the majority of our purchases are sourced from international markets. As a result, effective management of exchange rates is critically important.In addition to natural hedging through exports and imports, the Company constantly consults bank analysis reports to respond to exchange rate changes and moderately undertake forward foreign exchange transactions as a hedging tool to reduce the impact of exchange rate fluctuations.

3. Impact of recent year inflation on the Company's financial performance and future response measures:

   The Company maintains close and good interaction with suppliers and customers and constantly monitors inflation and market price changes to make appropriate adjustments to product prices and inventory quantities of raw materials. The Company strives to reduce costs together.

(2) The Company's policy regarding high-risk investments, highly leveraged investments, loans to other parties, endorsements, guarantees, and derivatives transactions; the main reasons for the profits/losses generated thereby; and response measures to be taken in the future.

1. In2023, our company focused on our core business and did not engage in high-risk or high-leverage investments.
2. In2023, our company engaged in derivative commodity trading for the purpose of hedging. This was mainly to mitigate the risk of foreign currency debt due to fluctuations in exchange rates and interest rates. Our hedging strategy aimed to mitigate most of the market price risks and was regularly evaluated. Due to exchange rate fluctuations, our company and its subsidiaries recognized exchange gains of approximately NT$3.464 million.
3. In2023, our company provided funding to our subsidiaries for their daily operational needs, in accordance with our company's "Management Regulations for Lending Funds to Others," and relevant information was disclosed in a timely and accurate manner.
4. In2023, our company provided endorsements and guarantees to external parties primarily for our subsidiaries' bank financing needs, in accordance with our company's "Implementation Regulations for Endorsements and Guarantees," and relevant information was disclosed in a timely and accurate manner.

(3) Research and development work to be carried out in the future, and further expenditures expected for research and development work.:

1. Connector/Cable Assemblies/Adapters

   (1) The Duck head product is widely used in 3C consumer electronics products and is developed in collaboration with terminal brand manufacturers. It has developed power cord sets for 32 countries around the world, including the US, EU, UK, CCC, AU, Korea, PSE, Saudi Arabia and the Gulf seven countries, Thailand, etc., and has obtained safety certifications. In2024, the Company plans to obtain certification in Indonesia and apply for the Swiss IP55 waterproof plug function and certificates for projects in the US, Canada, Japan, China, Australia, UK, GCC, PSB, South Africa, Mexico, Colombia, and other countries to enhance the competitiveness of its products.

(2) With the advancement of technology, the application of smart products (such as doorbells, speakers) has become increasingly widespread. We have already entered mass production (MP) for wiring used in our customers' smart doorbells and speakers.

(3) Our R&D team has developed high-end drone cable assemblies with a sleek SPI-A2 mirror finish and designed with features such as ultrasonic welding, no mold lines, fake wires, and super-fine adhesive points to meet customers' high-end appearance requirements.

2. Electric vehicle cables are used for direct current/alternating current charging of new energy vehicles. Currently, countries around the world are committed to developing new energy vehicles, and major power companies are also investing in the development of new energy electric vehicle direct current and alternating current chargers. Relevant safety certification organizations include CQC, UL, TUV, KEMA, and our company has already implemented the IATF16949 quality management system for the automotive industry and applied for certification, as well as CULCCC and EU KEMA certifications for electric vehicle cables. Our R&D team is actively developing aesthetically pleasing, ergonomic, portable, and fast-detachable EV cables that are IP65 waterproof and dustproof and meet safety certification requirements. In2023, our technology has been upgraded to include IP67 waterproof and dustproof functions. The connector metal parts are made of copper alloy coated with silver, and the housing is made of engineering plastics. The product is fireproof and dustproof and can withstand more than 50,000 no-load plug-ins and withstand 500kg of weight testing, ensuring reliable performance. It is also designed with leakage protection, overvoltage protection, overload protection, overtemperature protection, and lightning protection, making charging quick and convenient. Currently, the GB plug is being produced in small quantities by well-known domestic and international manufacturers, and this year we will also expand to countries such as the US, Europe, the UK, Australia, and South Korea for joint development with customers.

3. The Type-C connector and cable assembly are widely used in 3C consumer electronics products, including the USB2.0, USB3.0, and USB3.1 Type-C vertical series cables, for which our company has obtained USB association certification. Currently, major clients such as Dell have demand for these products.

   In order to increase our products' competitiveness in the market, we will continue to develop twisted pair USB 4.1 Type-C To C Cable Assemblies. Currently, major laptop manufacturers are pursuing miniaturization, ultra-thin designs, and single interfaces, making it difficult for multi-functional use. Therefore, Type-C peripheral products have emerged, such as Type-C expansion interfaces, network cards, cables, card readers, USB drives, mice and keyboards, audio and video, and charging and transmission products to meet various user needs. In2024, to meet industry trends, our DC cable has obtained TID 7093 USB4.0 as the main technology for enhancing transmission speed, which is twice as fast (40G) as the 3.1 (20G) version.

4. Automated production line planning:

   Our company plans to invest approximately NT$27.939 million in three semi-automatic and automatic production equipment improvement projects. The benefits are as follows:

   (1) Saving manpower of 92 people (day/night shift).
   (2) Compared with the number of workers, the number of various types of automatic machines is reduced by about 17% compared to traditional manual labor.
   (3) The per capita output has increased from 400 pcs to 3,000 pcs.
   (4) Working hours have been reduced from 99 seconds to 13.2 seconds (a decrease of 85.8 seconds).
   (5) The investment in automation equipment is expected to have a rapid payoff within a short period of time.

5. The Company plans to invest approximately NT$103.93 million in research funds in the 2024 fiscal year. The actual investment in research funds in 2023 was NT$81.313 million.

(4) Effect on the Company's financial operations of important policies adopted and changes in the legal environment at home and abroad, and measures to be taken in response: None.

(5) Effect on the Company's financial operations of developments in science and technology (including cyber security risks) as well as industrial change, and measures to be taken in response: Our company has established a data backup mechanism for its information system architecture according to its risk level and sends backup media to different locations for storage. We have also strengthened various simulation tests and emergency response drills in the computer room. In addition, in order to ensure the smooth recovery of business operations as soon as possible in the event of damage to the information system, we conduct periodic tests of the system recovery plan and implement measures such as setting up backup network lines, using correct antivirus software, setting up secure firewalls, and implementing computer room access control to ensure the normal operation of the information system and data security.

(6) Effect on the Company's crisis management of changes in the Company's corporate image, and measures to be taken in response: Our company has adhered to a conservative business strategy for many years, providing high-quality and customer satisfaction services to expand related businesses and has had no unfavorable reports affecting the Company's image.

(7) Expected benefits and possible risks associated with any merger and acquisitions, and mitigation measures being or to be taken: Not applicable

(8) Expected benefits and possible risks associated with any plant expansion, and mitigation measures being or to be taken:

1. The establishment of a new factory and acquisition of machinery and equipment in Vietnam by our company is aimed at improving the overall competitiveness of the group by taking advantage of the low production cost in the local area, and is a necessary preparation for expanding the global market in the United States and Europe, thus enhancing the overall business performance of the group.
2. Potential risks and corresponding measures: The new factory of the subsidiary in Vietnam is established to serve customers nearby and reduce the impact of orders affected by the US-China trade war. The operation of the new factory in Vietnam is expected to be optimistic, and the biggest risk is production capacity. However, the relatively low cost of labor in the local area can be adjusted at any time, thus limiting the risks to the operation.

(9) Risks associated with any consolidation of sales or purchasing operations, and mitigation measures being or to be taken:

1. Purchasing: The Company's sources of procurement are reliable, and there is no risk associated with centralized purchasing.
2. Sales: The Company conducts annual assessments of customer transaction creditworthiness based on risk, and conducts credit investigations of new and old customers through reputable credit reporting agencies or the Company's financial department to strengthen transaction risk management and stay informed of the financial status of trading partners. Currently, the top three customers in the main customer group account for about 65% of the Company's total revenue from sales. As they have a long-standing relationship, a close cooperative relationship, and a solid credit foundation, and other customers account for only 14.3% or less, this effectively reduces the risk of centralized sales.

(10) Effect upon and risk to the Company in the event a major quantity of shares belonging to a director, supervisor, or shareholder holding greater than a 10 percent stake in the Company has been transferred or has otherwise changed hands, and mitigation measures being or to be taken.

(11) Effect upon and risk to company associated with any change in governance personnel or top management, and mitigation measures being or to be taken.: As of the publication date of the annual report, there was no such situation in the Company.

(12) Litigious and non-litigious matters. List major litigious, non-litigious or administrative disputes that: (1) involve the Company and/or any company director, any company supervisor, the general manager, any person with actual responsibility for the firm, any major shareholder holding a stake of greater than 10 percent, and/or any company or companies controlled by the

Company; and (2) have been concluded by means of a final and unappealable judgment, or are still under litigation. Where such a dispute could materially affect shareholders' equity or the prices of the Company's securities, the annual report shall disclose the facts of the dispute, amount of money at stake in the dispute, the date of litigation commencement, the main parties to the dispute, and the status of the dispute as of the date of publication of the annual report: None.

(13) Other important risks, and mitigation measures being or to be taken: None.

7. Other important matters: None.

VI. Special items to be included

1.Information related to the Company's affiliates
Please refer to the Public Information Observatory. The enquiry path is as follows: Market Observation Post System>Single Company>Download Electronic Documents>Related Companies Form 3 Zone

2. Private placement of securities during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report: None.

3. Other matters that require additional description: None.

VII. If any of the situations listed in Article 36, paragraph 3, subparagraph 2 of the Securities and Exchange Act, which might materially affect shareholders' equity or the price of the Company's securities, has occurred during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report: None.

Taiwan Line Tek Electronic Co., Ltd.

TAIWAN LINE TEK ELECTRONIC CO.,LTD

Chairman: CHEN, LONG-SHUI

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