Stock Code: 3044

TRIPOD TECHNOLOGY CORPORATION

2024 Annual Report

Printed on March 31, 2025

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https://mops.twse.com.tw/
https://www.tripod-tech.com

This is a summary translation of the Chinese version. If there is any discrepancy between the English version and Chinese version, the Chinese version shall prevail.

Company Spokesperson

Name: Hsiu-Li Lin

Title: Vice President

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Fax: 886-3-469-3572

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Deputy Spokesperson

Name: Cheng-I Li

Title: Associate Vice President

Tel: 886-3-419-5678#21808

Fax: 886-3-469-3572

Email: Martin_Lee@tripod-tech.com

Locations of Company and Factories:

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Tel: 886-3-419-5678 Fax: 886-3-469-3572

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Share Transfer Agent

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Website: https://www.capital.com.tw/en_v7/

Certified Public Accountants of Latest Annual Financial Reports

Name: Accountant Chung-Chen Chen, Accountant Sheng-Tai Liang,

Deloitte Touche Tohmatsu Limited

20F, No. 100, Songren Rd., Xinyi District, Taipei, Taiwan (R.O.C)

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Overseas marketable securities flotation market exchange name and method of searching overseas marketable securities information: None

Company Website: https://www.tripod-tech.com

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1. Letter to Shareholders

Tripod Technology Corporation
Letter to Shareholders

1.1 2024 Business Report

1.1.1 Business Plan Execution Result

Item (NT$ Thousands)	2024	2023	Y/Y
Consolidated Operating Revenue	65,803,607	58,862,104	11.79%
Consolidated Operating Profit	15,287,530	11,386,583	34.26%
Consolidated Profit Before Tax	10,996,489	8,077,260	36.14%
Consolidated Profits After Tax	8,382,701	6,061,899	38.29%

1.1.2 Budget Execution Status

The Company mainly sells PCBs (Printed Circuit Boards), with major production locations at Pingzhen (Taoyuan), Wuxi (Jiangsu), Xiantao (Hubei) and Bienhoa (Vietnam). The actual sales volume in 2024 was 69,489 thousand square feet.

1.1.3 Consolidated Financial Income/Expenditures and Profitability Analysis

Analysis Item		2024	2023
Financial Structure	Debt-asset Ratio (%)	42.55	42.95
	Long Term Funds to Property, Plant and Equipment Ratio (%)	277.47	227.78
Solvency	Current Ratio (%)	185.91	174.76
	Quick Ratio (%)	154.96	142.98
	Times Interest Earned (Times)	68.04	44.55
Profitability	Return on Asset Ratio (%)	10.38	8.12
	Return on Equity Ratio (%)	17.86	14.14
	Income Before Tax to Paid-in Capital Ratio (%)	209.21	153.67
	Net Profit Margin (%)	12.73	10.29
	Earnings per Share (NTD)	15.95	11.53

1.1.4 R&D Status

According to technology trends for the 2025 industrial developments offered by TrendForce, the AI demand drives the AI industry’ s expansion across various economic potential AI products such as HBM market、NAND Flash、AI server、AI PMIC、AI PC、Robot. Faced with the trends, the Company adopts the following strategies such as conducting regularly research into industrial trends in technology and customer needs to launch R&D ahead in order to meet the swift iteration and changes of the products; to strengthen technology and development as well as products incubation; continue promoting the cooperation in development with academic fields and participates in industrial strategic alliance for developing products that anticipates future trends and technical developments; implementing the automated manufacturing equipment and rate improvement while reducing cost of human resources; constructs green factories in response to peak carbon dioxide emissions and carbon neutrality as well as preserves energy and reduces emission..

1.2 Business Plan Summary of this Year

1.2.1 Business Policy

1.2.1.1 The industry is complicated and volatile while emerging products continue to roll out whereas the supply chain constraints continue. However, the global economic status is uncertain; therefore, the Company should carefully respond to the developments of industrial economic status while strictly control new product development risks and materials as well as exchange rate price fluctuations. With global economic and policy-related uncertainty remains, the Company carefully reviews the business risks and location evaluation.

1.2.1.2 Focus on PCB manufacturing, continuing diverse end-user product application developments to reach capacity risk diversification and collaborating with customers to launch risk shift, improving differentiation value while establishing long-term customer mutual-trust relationship core competitiveness.

1.2.1.3 Continue to strengthen product and manufacturing process market exploration and technical ability improvements while working with customers to expand material and product application fields to create value differentiation against competitors. Meanwhile, accumulate cultivation of engineering technical staff, and continue developing niche and new-generation product market technologies.

1.2.1.4 Continue to strengthen manpower recruitment and educational training plans to realize talent cultivation and reinforce professional organizational and management abilities, effectively control direct staff turnover rate to boost yield rate while improving production efficiency, product quality and reliability.

1.2.1.5 With issues of the continuous increase in labor costs and labor shortage, the Company arranges appropriate equipment and human resources in each production sites while seeking the model of optimizing resources; faced with demand of the industry market status; the Company effectively deploys capacity while increasing production efficiency through automated process equipment.

1.2.1.6 To implement greenhouse gas emissions management in order to promote items such as energy saving and carbon emissions reduction, circular economy, recycle and reuse resource in order to minimize the operational risks bring by climate changes.

1.2.2 Expected Sales Volume and Reference

The Company's major product is PCB. With the capacity of existing production locations, the expected sales capacity target for this year is 73,000 thousand square feet.

1.2.3 Key Production and Sales Policies

1.2.3.1 End-user demand and product application are variable. To reduce the risks of customers and product dependence, the Company continues to be diversified for customer and product mix while carefully plotting capacity expansion and to share resources among the factories while boosting capacity utilization rate for extreme business cycle changes in a single industry. With the overall utilization rate increase of the equipment and cross-plant resource sharing, the Company can have the most cost-efficient long-term stable business model.

1.2.3.2 Regarding customer product line diversity, the Company effectively adopts information system management while strictly requiring production discipline, timely controlling the production status of each factory and the change in customer delivery date to lower inventory, improving the manufacturing process ability of each factory, delivering the maximum production scale advantage pursuing the maximum production and sales profits.

1.2.3.3 Continue to boost manufacturing process ability and yield rate, striving to have capacity and cost leadership advantages while strengthening production flexibility to keep delivery date precise. Regarding the geopolitical uncertainty, the Company evaluates new production locations to diversify supply chain, reduces risk and creates supply chain resilience for satisfying the capacity demand; keep developing new application products and customers to retain the development direction of continuous growths in revenues and profits.

1.2.3.4 Focus on the status of operational uncertainties due to the shortages in both upstream and downstream industrial supply chain, to control the manufacturing production process and the inventory status of the raw materials efficiently.

1.3 Future Development and Business Strategies

1.3.1 Value environmental protection, industrial safety and health management, social ethical responsibilities and corporate governance, actively reducing issues such as industrial environmental pollution, product hazard as well as resource and energy consumption, striving to become a green environmental-protection enterprise with sustainable developments.

1.3.2 Material price and exchange rate fluctuations, stricter environmental-protection specifications, rising labor costs, insufficient manpower, as well as rapidly-emerging competitors and continued capacity expansion cause overall PCB business threat to rise; amid the uncertain economic business cycle, the Company actively and effectively responds to theses in broaden sources of income and reduce expenditure.

1.3.3 The market scale remains significant; the Company can expand capacity with management competitiveness to stabilize and expand revenues while increasing market share; however, the Company would be strict in evaluating and executing capital expenditure plans.

1.3.4 Continue to fulfill the business strategies set by the management team of the Company:

- Promise a win-win situation for the customers and the Company.
- Promise a win-win situation for the employees and the Company.
- Promise a win-win situation for the partners and the Company.
- Promise a win-win situation for the shareholders and the Company.
- Promise a win-win situation for the society and the corporate responsibilities.

1.4 Influences of External Competition Environment, Regulation Environment and Macro Business Environment:

Amid intense competition pressure from numerous industry peers, the key to survival and profitability lies in effective diversification of product and customer as well as cost control of production, shipment and inventory faced with disadvantages such as continued price-reduction pressure and low order visibility. With promotion of policies such as environmental-protection regulations and labor salary increase, the Company shall actively reduce pollution brought by industrial manufacturing process, improve automation production ability, and promote the energy saving and carbon reduction. The International Monetary Fund (IMF) (2025/01) expects the global macro-economic growth of 3.3% for 2025. However, with continued influences such as geopolitical uncertainties and end-user consuming demand is uncertain, the Company needs to be cautious of the changes of the global manufacturing industry demand. With niche products and raising percentage of high-added value emerging electronic products, the Company expects to create a continuously-growing new kinetic energy in the future.

Chairperson: Chiang-Chuang Wang

2. Corporate Governance Report

2.1 Information of Director, Supervisor, President, Vice President, Associate Vice President and Executives of Each Department and Division

2.1.1 Information on Director and Supervisor

March 31, 2025

Title	Nationality	Name	Gender, Age	Date of Election/Appointment to Current Term	Term of Office (Year)	Commencement Date of First Term	Shareholding Status when Elected		Existing No. of Shares		Existing No. of Shares of Spouse and Minor		Shares under Others' Names		Major Work (Education) Experience	Concurrent Post at Company and other Companies	Other Executives, Directors or Supervisors of Spousal or 2nd-Degree Relative Relationship			Note
							No. of Shares	Percentage	No. of Shares	Percentage	No. of Shares	Percentage	No. of Shares	Percentage			Title	Name	Relationship	
Chairperson	R.O.C	Chiang-Chuang Wang	M 71~80	June 18, 2024	3	Dec. 10, 1991	7,022,532	1.34%	7,022,532	1.34%	None	None	None	None	Tamsui Institute of Business Administration / Texas Instruments Taiwan/ The founder of Tripod Technology Corporation	Note 1	Vice Chairperson Director	Cheng-Ding Wang Jeng-Ming Wang	Father-Son	-
Vice Chairperson	R.O.C	Yun Jieh Investment Co., Ltd.	-	June 18, 2024	3	June 21, 2012	630,000	0.12%	630,000	0.12%	None	None	None	None		Note 2	None	None	None	-
Vice Chairperson	R.O.C	Legal Representative: Cheng-Ding Wang	M 51~60	June 18, 2024	3	June 21, 2012	None	None	2,304,802	0.44%	16,997	0.00%	None	None	BA, Electrical Engineering department, National Central University/ Director, Yun Jie Technology Corporation	Note 2	Chairperson Director	Chiang-Chuang Wang Jeng-Ming Wang	Father-Son Brother	-
Director	R.O.C	Ching-Hsiu Hu	M 71~80	June 18, 2024	3	Jul. 19, 1997	6,325,713	1.20%	6,325,713	1.20%	99,719	0.02%	None	None	BA, Tatung Institute of Technology/ Texas Instruments Taiwan/ The Co-founder of Tripod Technology Corporation	Note 3	Director	Chao-Wei Hu	Father-Son	-
Director	R.O.C	Tsao-Kuei Hsu	M 71~80	June 18, 2024	3	Jul. 19, 1997	10,482,056	1.99%	10,482,056	1.99%	None	None	None	None	BA, Department of Electrical Engineering, National Taiwan University/ Chairperson, MDS Multimedia Corp.	Chairperson, MDS Multimedia Corp./ Chairperson, Ray Ing Co.	None	None	None	-
Director	R.O.C	Yun An Investment Co., Ltd.	-	June 18, 2024	3	June 21, 2012	630,000	0.12%	630,000	0.12%	None	None	None	None	BA, Civil Engineering, National Taiwan University MBA & Accountant MA, University of Illinois CPA, US Financial Consultant, Chien Yeh & Associates IT Industry Research Department, Lehman Brothers Securities Ltd.	None	None	None	None	-
Director	R.O.C	Legal Representative: Jeng-Ming Wang	M 41~50	June 18, 2024	3	June 21, 2012	None	None	2,357,372	0.45%	None	None	None	None	BA, Civil Engineering, National Taiwan University MBA & Accountant MA, University of Illinois CPA, US Financial Consultant, Chien Yeh & Associates IT Industry Research Department, Lehman Brothers Securities Ltd.	Note 4	Chairperson Vice Chairperson	Chiang-Chuang Wang Cheng-Ding Wang	Father-Son Brother	-
Director	R.O.C	Chuan-Sheng Investment Co., Ltd.	-	June 18, 2024	3	June 21, 2018	753,080	0.14%	753,080	0.14%	None	None	None	None	BA, Department of Accounting, National Chengchi University/ Chairperson, Chuan-Sheng Investment Co., Ltd.	None	None	None	None	-
Director	R.O.C	Legal Representative: Chao-Wei Hu	M 41~50	June 18, 2024	3	June 21, 2018	None	None	349,000	0.07%	None	None	None	None	BA, Department of Accounting, National Chengchi University/ Chairperson, Chuan-Sheng Investment Co., Ltd.	Note 5	Director	Ching-Hsiu Hu	Father-Son	-
Independent Director	R.O.C	Hong-Cherng Wu	M 61~70	June 18, 2024	3	June 12, 2003	None	None	None	None	433,278	0.08%	None	None	College of Law, National Taiwan University Master of Law, American University	Attorney of Iustitia Law Firm/ Independent Director, Great Giant Fibre Garment Co., LTD	None	None	None	-
Independent Director	R.O.C	Hsing-Cheng Tai	M 61~70	June 18, 2024	3	June 21, 2018	2,266	0.00%	2,266	0.00%	None	None	None	None	MA, Finance, NTU/ CPA, Ernst & Young Taiwan/ Director, CPA Associations, R.O.C/ Director, Institute of Internal Auditors	Independent Director, Hotel Royal Chihpen	None	None	None	-
Independent Director	R.O.C	Wei-Ping Tang	F 51~60	June 18, 2024	3	Jul. 9, 2021	None	None	None	None	None	None	None	None	BA, Accounting, National Taiwan University Master of Accounting, National Taiwan University CPA, KSP Certified Public Accountants Limited	CPA, KSP Certified Public Accountants Limited	None	None	None	-

Note 1: 1. Director, J&J Holding Co., Ltd. (Legal Representative of Tripod Technology Corporation)
2. Director, Tripod Overseas Co., Ltd. (Legal Representative of J&J Holding Co., Ltd.)
3. Director, Able International Limited (Legal Representative of J&J Holding Co., Ltd.)
4. Director, Tripod International Holding Pte. Ltd. (Legal Representative of Tripod Overseas Co., Ltd.)
5. Director, Tripod Global Pte. Ltd. (Legal Representative of Tripod Overseas Co., Ltd.)
6. Director, Tripod Worldwide Holding Pte. Ltd. (Legal Representative of Tripod Overseas Co., Ltd.)

Note 2: 1. Director, Yun Jieh Investment Co., Ltd.
2. Chairperson, Trison Technology Corporation (Legal Representative of Tripod Technology Corporation)
3. Chairperson, Tripod Nano Technology Corporation (Legal Representative of Tripod Technology Corporation)

Note 3: 1. Supervisor, Tripod (WUXI) Electronic Co., Ltd. (Legal Representative of Tripod International Holding Pte. Ltd.)

Note 4: 1. Director, Yun An Investment Co., Ltd.
2. Director, Tripod International Holding Pte. Ltd. (Legal Representative of Tripod Overseas Co., Ltd.)
3. Director, Tripod Global Pte. Ltd. (Legal Representative of Tripod Overseas Co., Ltd.)
4. Director, Tripod Worldwide Holding Pte. Ltd. (Legal Representative of Tripod Overseas Co., Ltd.)

Note 5: 1. Chairperson, Chuan-Sheng Investment Co., Ltd.

A. Major Shareholder of Legal-Person Shareholder

March 31, 2025

Name of Legal Person Shareholder	Major Shareholder and Percentage of Share of Legal Person Shareholder
Yun An Investment Co., Ltd.	Jeng-Ming Wang (100%)
Yun Jieh Investment Co., Ltd.	Cheng-Ding Wang (100%)
Chuan-Sheng Investment Co., Ltd.	Chao-Wei Hu (99%), Chung-Hua Hu (1%)

B. Major Shareholder for Major Shareholder as Legal Person in Above Table: N/A

2.1.2 Professional Knowledge of Directors and Independent Status

Condition / Name	Professional Knowledge and experiences (Note 1)	Independent status	No. of Public Companies as Independent Director
Chiang-Chuang Wang	Tamsui Institute of Business Administration / Texas Instruments Taiwan/ The founder of Tripod Technology Corporation	No occurrence of any event set forth under paragraph 3-4, Article 26-3 of the Securities and Exchange Act.	0
Yun Jieh Investment Co., Ltd. Legal Representative: Cheng-Ding Wang	BA, Electrical Engineering department, National Central University/ Director, Yun Jie Technology Corporation/ Chairperson, Trison Technology Corporation/ Chairperson, Tripod Nano Technology Corporation	No occurrence of any event set forth under paragraph 3-4, Article 26-3 of the Securities and Exchange Act.	0
Ching-Hsiu Hu	BA, Tatung Institute of Technology/ Texas Instruments Taiwan/ The Co-founder of Tripod Technology Corporation	No occurrence of any event set forth under paragraph 3-4, Article 26-3 of the Securities and Exchange Act.	0
Tsao-Kuei Hsu	BA, Department of Electrical Engineering, National Taiwan University/ Chairperson, MDS Multimedia Corp.	No occurrence of any event set forth under paragraph 3-4, Article 26-3 of the Securities and Exchange Act.	0
Yun An Investment Co., Ltd. Legal Representative: Jeng-Ming Wang	BA, Civil Engineering, National Taiwan University/ MBA & Accountant MA, University of Illinois CPA, US/ Financial Consultant, Chien Yeh & Associates IT Industry Research Department, Lehman Brothers Securities Ltd. Director of Yuan An Investment Ltd. IR, Tripod Technology Corporation	No occurrence of any event set forth under paragraph 3-4, Article 26-3 of the Securities and Exchange Act.	0
Chuan-Sheng Investment Co., Ltd. Legal Representative: Chao-Wei Hu	BA, Department of Accounting, National Chengchi University/ Marketing and sales, Tripod Technology Corporation/ Chairperson, Chuan-Sheng Investment Co., Ltd.	No occurrence of any event set forth under paragraph 3-4, Article 26-3 of the Securities and Exchange Act.	0
Hong-Cherng Wu	College of Law, National Taiwan University Master of Law, American University Attorney of Iustitia Law Firm Mr. Wu is a lawyer with more than 5 years of commercial arbitration/ business & corporation laws/ manufacturing experiences.	The Company obtained the written statement from each independent director, which is not the executive director, in order to confirm the independent of them and their lineal relatives by blood to the Company according to the requirements of Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	1
Hsing-Cheng Tai	MA, Finance, NTU/ CPA, Ernst & Young Taiwan/ Director, CPA Associations, R.O.C/ Director, Institute of Internal Auditors Mr. Tai is a Certified Public Accountant with more than 5 years of financial/accounting/manufacturing experiences.	The Company obtained the written statement from each independent director, which is not the executive director, in order to confirm the independent of them and their lineal relatives by blood to the Company according to the requirements of Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	1
Wei-Ping Tang	BA, Accounting, National Taiwan University/ Master of Accounting, National Taiwan University/ CPA, KSP Certified Public Accountants Limited Ms. Tang is a Certified Public Accountant with more than 5 years of financial/accounting/manufacturing experiences.	The Company obtained the written statement from each independent director, which is not the executive director, in order to confirm the independent of them and their lineal relatives by blood to the Company according to the requirements of Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	0

Note 1: No occurrence of any event set forth under the provisions of Article 30 of the Company Act.

2.1.3 The Diversity and Independent of the Board of Directors

A. The Diversity of the Board of Directors

The Company follows rules of "Corporate Governance Best Practice Principles" to gradually realize diversity policy for board meeting member composition with various gender, professional background and work field. The Composition of board members features various professional background and work field, including but not restricting to gender, age, nationality, culture, professional background (such as legal, accounting, industry, financial marketing or technology), professional skill and industry experience; this round of board members consists of nine seats, including 3 independent directors and one female director; the professional background of the independent directors cover industry, legal, financial, accounting, investment management and business management; the professional background and work field of other members also cover industry, financial, accounting, investment management and business management while having contribution to public welfare, offering a diverse business management method. The Board of Directors shall possess the following abilities according to the Corporate Governance Best Practice Principles:

1. Ability to make operational judgments.
2. Ability to perform accounting and financial analysis.
3. Ability to conduct management administration (including subsidiaries).
4. Ability to conduct crisis management.
5. Knowledge of the industry.
6. An international market perspective.
7. Ability to lead.
8. Ability to make policy decisions.
9. Ability to manage risk and related knowledge.

At the Company, directors who are also employees account for 33%, independent director account for 33%, and female director accounts for 11%. For duration of independent director tenure: two members have served this position for less than five years, one has served for more than five years. For gender equality, the Company shall ensure the appointment of at least one female director in the next board election to maintain its target percentage of female board members. Due to the nature of the PCB industry, which is primarily focused on technological research and manufacturing, the proportion of female employees is relatively low. The Company is actively seeking external female talent while implementing an internal leadership development programs for women. This initiative aims to increase the proportion of female directors to one-third and promote diversity within the board of directors.

Execution status for realization of policy for diverse composition of board members

Diversity Core Item / Name	Basic Composition						Diverse Policy Execution Status						
	Nationality	Gender	An employee of the Company	Age	Seniority of independent director		Operational Judgement	Accounting and Financial Analysis	Legal	Business Management	Risk Dealing	Industry Knowledge	Leadership and Decision
					Under 6 Years	6~9 Years							
Chiang-Chuang Wang	R.O.C	M		71~80	-	-	✓	✓		✓	✓	✓	✓
Yun Jieh Investment Co., Ltd. Legal Representative: Cheng-Ding Wang	R.O.C	M	✓	51~60	-	-	✓			✓	✓	✓	✓
Ching-Hsiu Hu	R.O.C	M		71~80	-	-	✓			✓	✓	✓	✓
Tsao-Kuei Hsu	R.O.C	M		71~80	-	-	✓	✓		✓	✓	✓	✓
Yun An Investment Co., Ltd. Legal Representative: Jeng-Ming Wang	R.O.C	M	✓	41~50	-	-	✓	✓		✓	✓	✓	✓
Chuan-Sheng Investment Co., Ltd. Legal Representative: Chao-Wei Hu	R.O.C	M	✓	41~50	-	-	✓			✓	✓	✓	✓
Hong-Cherng Wu	R.O.C	M		61~70	✓	-	✓		✓	✓	✓	✓	✓
Hsing-Cheng Tai	R.O.C	M		61~70	-	✓	✓	✓	✓	✓	✓	✓	✓
Wei-Ping Tang	R.O.C	F		51~60	✓	-	✓	✓	✓	✓	✓	✓	✓

B. The Independence of the Board of Directors：

The current Board of Directors consists of nine members, each with diverse professional backgrounds and industry experience. Among them, there are 3 independent directors accounting for 33% of the board, which is better than the provision of "the independent directors shall not less than two in number and not less than one-fifth of the total number of directors" in paragraph 1 of the article 14-2 of Securities and Exchange Act, moreover, none of the independent directors has served for more than three consecutive terms. The Company will strive for improvement and follow the direction of at least half of the board comprises independent directors which is the requirements from the Corporate Governance Evaluation. For details on the directors' professional qualifications, experience, and the independence of independent directors, please refer to the Section 2.1 Information of Director, Supervisor, President, Vice President, Associate Vice President and Executives of Each Department and Division of "2. Corporate Governance Report".

2.1.4 Name, Term, Share, Major Work (Education) Experience, Spouse, Minor or Shareholding via Others of President, VP, AVP, BU Head

March 31, 2025

Title	Nationality	Name	Gender	Inauguration date	Shareholding Status when Elected		Shareholdings by Spouse and Minor		Shareholdings by Nominee Arrangement		Major Work (Education) Experience	Concurrent Post at Company and other Companies	Other Managers of Spousal or 2nd-Degree Relative Relationship			None
					No. of Shares	Percentage	No. of Shares	Percentage	No. of Shares	Percentage			Title	Name	Relationship	
President/ R&D officers	R.O.C	Le-Jen Huang	M	May 15, 2021	89,961	0.02%	0	0%	0	0%	BA, Chemical Engineering Department, Chung Yuan University	Note 1	None	None	None	-
Chief Marketing Officer/ Vice President	R.O.C	Kung-Hsuan Ho	M	February 22, 2012	80,000	0.02%	0	0%	0	0%	Master of Science, Indiana State University, USA	None	None	None	None	-
Financial Officer / Vice President	R.O.C	Lien-Fa Tsai	M	Jul. 4, 2015	0	0%	0	0%	0	0%	BA, Department of Accounting, Fu Jen Catholic University	Note 2	None	None	None	-
Senior Vice President	R.O.C	Wen-Tang Chen	M	February 26, 2019	0	0%	0	0%	0	0%	Nanya Institute of Technology	None	None	None	None	-
Vice President	R.O.C	Yi-Xu Hung	M	June 1, 2020	0	0%	0	0%	0	0%	MA, Department of Mechanical Engineering, National Chiao Tung University	None	None	None	None	-
Vice President	R.O.C	Fu-Jen Ou	M	January 1, 2016	62,299	0.01%	0	0%	0	0%	Kaohsiung Municipal Kaohsiung Industrial High School	None	None	None	None	-
Vice President	R.O.C	Hsiu-Li Lin	M	June 10, 2019	206,101	0.04%	0	0%	0	0%	National Taipei University of Business	Note 3	None	None	None	-
Vice President	R.O.C	Kun-Ju Chou	M	February 23, 2023	0	0%	0	0%	0	0%	Department of Chemical Engineering, Yuan Ze University	None	None	None	None	-
Vice President	R.O.C	Chung Sheng Chian	M	February 29, 2024	1,791	0.00%	560	0.00%	0	0%	Printing & Photography, Shih Hsin University	None	None	None	None	-
Internal Auditing Officer	R.O.C	Wu-Jung Yao	M	May 15, 2021	0	0%	60,000	0.01%	0	0%	BA, Department of Accounting, Tamkang University	None	None	None	None	-
Accounting Officer	R.O.C	Cheng-I Li	M	November 8, 2013	0	0%	50	0%	0	0%	MA, Department of Accounting and Information Technology, National Chung Cheng University	Note 4	None	None	None	-
Corporate Governance Officer	R.O.C	Shih-Han Chen	F	May 15, 2021	7,000	0.00%	0	0%	0	0%	School of Law, Soochow University	None	None	None	None	-
Chief of Information Security Officer	R.O.C	Miao-Shen Chang	M	February 23, 2023	0	0%	0	0%	0	0%	Chien Hsin Institute of Technology	None	None	None	None	-

Note 1:1.President, Tripod (WUXI) Electronic Co., Ltd.
2.President, Tripod (Hubei) Electronic Co., Ltd.
Note 2:1.Director, Paiho Shih Holdings Corporation.
2.Director, Trison Technology Corporation (Legal Representative of Tripod Technology Corporation).
3.Supervisor, Tripod (Hubei) Electronic Co., Ltd. (Legal Representative of Tripod Worldwide Holding Pte. Ltd.).
4.Director, Tripod Nano Technology Corporation (Legal Representative of Tripod Technology Corporation).
Note 3:1.Director, Trison Technology Corporation (Legal Representative of Tripod Technology Corporation)
2.Director, Tripod Nano Technology Corporation (Legal Representative of Tripod Technology Corporation)
Note 4:1.Supervisor, Trison Technology Corporation.
2.Supervisor, Tripod Nano Technology Corporation (Legal Representative of Tripod Technology Corporation)

2.1.5 Remuneration for Director, Supervisor, President and VP in Latest Year

A. Remuneration for Director and Independent Director (Note1)

Unit: NT$ Thousands

Title	Name	Remuneration to Directors								Total Compensation (A+B+C+D) and Ratio of Total Compensation to Net Income(%)		Remuneration Received by Directors for Concurrent Service as an Employee								Total Compensation (A+B+C+D+E+F+G) and Ratio of Total Compensation to Net Income(%)		Compensation from Invested Business or Parent Company
		Base Compensation(A)		Pension (B)		Director Compensation (C)		Professional Practice Allowance (D)				Salary, Bonus, Special Allowance, etc. (E)		Pension (F)		Employee Compensation (G)						
		Company	All Consolidated Entities	Company	All Consolidated Entities	Company	All Consolidated Entities	Company	All Consolidated Entities	Company	All Consolidated Entities	Company	All Consolidated Entities	Company	All Consolidated Entities	Company		All Consolidated Entities		Company	All Consolidated Entities	
																Cash	Share	Cash	Share			
Chairperson	Chiang-Chuang Wang	26,221	26,221	-	-	38,640	38,640	290	290	65,151 0.78%	65,151 0.78%	-	-	7,812	7,812	-	-	-	-	72,963 0.87%	72,963 0.87%	-
Vice Chairperson	Yun Jieh Investment Co., Ltd. Legal Representative: Cheng-Ding Wang																					
Director	Ching-Hsiu Hu																					
Director	Tsao-Kuei Hsu																					
Director	Yun An Investment Co., Ltd. Legal Representative: Jeng-Ming Wang																					
Director	Chuan-Sheng Investment Co., Ltd. Legal Representative: Chao-Wei Hu																					
Independent Director	Hong-Cherng Wu	-	-	-	-	9,660	9,660	130	130	9,790 0.12%	9,790 0.12%	-	-	-	-	-	-	-	-	9,790 0.12%	9,790 0.12%	-
Independent Director	Hsing-Cheng Tai																					
Independent Director	Wei-Ping Tang																					

Note 1: The Company's board meeting resolved on Feb. 27, 2025 that the director compensation for 2024 was NT$ 48,300,000; until the publication of the annual report, the Company's director compensation list is not yet decided and the above amount for 2024 is estimation only.

1. Please specify independent director compensation issuance policy, system, standard and structure while specifying the connection between factors such as responsible duties, risks and invested time with issued compensation amount.
   Use the issuance standard as stipulated in the Articles of Association while referring to the Company's business performance status and the levels of competitors.
2. Besides the above table content, any other compensation the Company's directors received from services (such as a non-employee consultant provided for the parent company/companies listed in the financial reports/investing business): None.

Remuneration Range Table

Class Interval of Compensation for Each Company Director	Director's Name			
	Total of Previous Four Items (A+B+C+D)		Total of Previous Seven Items (A+B+C+D+E+F+G)	
	Company	All Consolidated Entities (H)	Company	All Consolidated Entities (I)
<NT$1,000,000	-	-	-	-
NT$1,000,000 (including)-2,000,000	-	-	-	-
NT$2,000,000 (including)-3,500,000	Hong-Cherng Wu, Hsing-Cheng Tai, Wei-Ping Tang		Hong-Cherng Wu, Hsing-Cheng Tai, Wei-Ping Tang	
NT$3,500,000 (including)-5,000,000	-	-	-	-
NT$5,000,000 (including)-10,000,000	Tsao-Kuei Hsu, Yun Jieh Investment Co., Ltd., Yun An Investment Co., Ltd., Chuan-Sheng Investment Co., Ltd.		Tsao-Kuei Hsu, Yun Jieh Investment Co., Ltd., Yun An Investment Co., Ltd., Chuan-Sheng Investment Co., Ltd.	
NT$10,000,000 (including)-15,000,000	-	-	-	-
NT$15,000,000 (including)-30,000,000	Chiang-Chuang Wang, Ching-Hsiu Hu		Chiang-Chuang Wang, Ching-Hsiu Hu	
NT$30,000,000 (including)-50,000,000	-	-	-	-
NT$50,000,000 (including)-100,000,000	-	-	-	-
>NT$100,000,000	-	-	-	-
Total	9			

B. Remuneration for supervisor: N/A, the Company has established the Audit Committee on June 21, 2018.

C. Remuneration for President and VP (Note)

Unit: NT$ Thousands

Title	Name	Salary (A)		Pension (B)		Bonus and Allowance (C)		Employee Compensation Amount (D)				Total Compensation (A+B+C+D) and Ratio of Total Compensation to Net Income(%)		Compensation from Invested Business or Parent Company
		Company	All Consolidated Entities	Company	All Consolidated Entities	Company	All Consolidated Entities	Company		All Consolidated Entities		Company	All Consolidated Entities	
								Cash	Share	Cash	Share			
President/R&D officers	Le-Jen Huang	14,621	19,716	673	673	49,478	49,478	61,270	-	68,670	-	126,042 1.50%	138,537 1.65%	-
Chief Marketing Officer/Vice President	Kung-Hsuan Ho													
Financial Officer / Vice President	Lien-Fa Tsai													
Senior Vice President	Wen-Tang Chen													
Vice President	Yi-Xu Hung													
Vice President	Fu-Jen Ou													
Vice President	Hsiu-Li Lin													
Vice President	Kun-Ju Chou													
Vice President	Chung-Sheng Chiang													

Remuneration Range Table (Note)

Class Interval of Compensation for Each President and VP	Names of President, VP and Manager	
	Company	All Consolidated Entities (E)
<NT$1,000,000	-	-
NT$1,000,000 (including)-2,000,000	-	-
NT$2,000,000 (including)-3,500,000	-	-
NT$3,500,000 (including)-5,000,000	-	-
NT$5,000,000 (including)-10,000,000	Lien-Fa Tsai, Hsiu-Li Lin, Yi-Xu Hung, Fu-Jen Ou, Chung-Sheng Chiang	
NT$10,000,000 (including)-15,000,000	Kun-Ju Chou	
NT$15,000,000 (including)-30,000,000	Le-Jen Huang, Kung-Hsuan Ho, Wen-Tang Chen	Wen-Tang Chen
NT$30,000,000 (including)-50,000,000	-	Le-Jen Huang, Kung-Hsuan Ho
NT$50,000,000 (including)-100,000,000	-	-
>NT$100,000,000	-	-
Total	9	

Note: The Company's board meeting resolved on Feb. 27, 2025 that the employee compensation for 2024 was NT$ 587,931,314; until the publication of the annual report, the Company's employee compensation list is not yet decided and the above amount for 2024 is estimation only.

D. Names and Issuance Status of Employee Compensation Issuance (Note 1)

Mar. 31, 2025 Unit: NT$ Thousands

Manager	Title	Name	Amount of Shares	Amount of Cash	Total	Percentage of Amount Versus Net Profits (%)
Manager	President/R&D officers	Le-Jen Huang	-	78,639	78,639	0.94%
	Chief Marketing Officer /Vice President	Kung-Hsuan Ho				
	Financial Officer/Vice President	Lien-Fa Tsai				
	Senior Vice President	Wen-Tang Chen				
	Vice President	Yi-Xu Hung				
	Vice President	Fu-Jen Ou				
	Vice President	Hsiu-Li Lin				
	Vice President	Kun-Ju Chou				
	Vice President	Chung-Sheng Chiang				
	Internal Auditing Officer	Wu-Jung Yao				
	Accounting Officer	Cheng-I Li				
	Corporate Governance Officer	Shih-Han Chen				
	Chief of Information Security Officer	Miao-Shen Chang				

Note 1: The Company's board meeting resolved on Feb. 27, 2025 that the employee compensation for 2024 was NT$ 587,931,314; until the publication of the annual report, the Company's employee compensation list is not yet decided and the above amount for 2024 is estimation only.

E. Percentage of compensation for director, supervisor, president and VP from the Company and all consolidated entities for recent two years versus net profits:

Item / Title	Percentage of Compensation Versus Net Profits			
	2024 (Note)		2023	
	Company	All Consolidated Entities	Company	All Consolidated Entities
Director	0.90%	0.90%	0.70%	0.70%
Supervisor	N/A	N/A	N/A	N/A
President and VP	1.50%	1.65%	2.69%	2.93%

Note: The Company's board meeting resolved on Feb. 27, 2025 that the employee compensation for 2024 was NT$ 587,931,314; until the publication of the annual report, the Company's employee compensation list is not yet decided and the above amount for 2024 is estimation only.

F. Description of connection between policy, standard, mix, procedure of compensation for director, supervisor, president and VP from Company and all consolidated entities for recent two years and performance & future risks:

(1) The Company's director compensation is issued according to the stipulation of Articles of Association, the annual performance evaluation of Board of Directors as well as corporate performance and competitors' levels and ESG sustainable development indicators (such as ESG goals and achievement rate....), and the amount is offered to be approved by the Compensation Committee to be resolved by the board meeting.

(2) The compensation issued to managerial officers in the recent two years including salary, bonus and employee compensation are issued following the HR and compensation regulations of the Company according to personal performance, level of contribution to business operation, the financial KPIs (such as the execution result of revenue, income before tax and net income…etc.), business operating performance indicators, ESG sustainable development indicators (such as ESG goals and achievement rate....), the comprehensive management indicators (such as target achieving rate, risk management event…etc.), any special contributions and while the amount is offered to be approved by the Compensation Committee to be resolved by the board meeting.

2.2 Corporate Governance Operational Status

2.2.1 Board Meeting

The Company's Board of Directors convened five board meetings in 2024, with attendance status listed as follows:

Title	Name	Number of Meetings Attended in Person (B)	Number of Meetings attended by Proxy	In-person Attendance Rate (B/A) (Note1)	Note
Chairperson	Chiang-Chuang Wang	5	0	100.00%	-
Director	Ching-Hsiu Hu	4	1	100.00%	-
Director	Tsao-Kuei Hsu	5	0	100.00%	-
Director	Yun Jieh Investment Co., Ltd. Legal Representative: Cheng-Ding Wang	5	0	100.00%	-
Director	Yun An Investment Co., Ltd. Legal Representative: Jeng-Ming Wang	5	0	100.00%	-
Director	Chuan-Sheng Investment Co., Ltd. Legal Representative: Chao-Wei Hu	5	0	100.00%	-
Independent Director	Hsing-Cheng Tai	5	0	100.00%	-
Independent Director	Yeong-Cheng Wu	2	0	100.00%	Note 2
Independent Director	Wei-Ping Tang	5	0	100.00%	-
Independent Director	Hong-Cherng Wu	3	0	100.00%	Note 3

Note1: Actual Attendance Rate (%) is calculated by the number of times of board meetings during his/her term and the actual number of times of attendance.
Note2: Term expired on June 18, 2024.
Note3: Took office on June 18, 2024.
Note4: The Company held a comprehensive re-election of directors during the 2024 Annual Shareholders Meeting on June 18, 2024. The board of directors convened twice before the re-election and three times after the re-election.

Other Items to be Recorded:

1. For any of the following situations for board meeting operations, specify the date, term, proposal content, opinions of all independent directors and the Company's dealing with the opinions:
   (1) Items listed in the Article 14-3 of Securities and Exchange Act: The Company sets up the Audit Committee which is in accordance with related items listed in Article 14-5 of the Act.
   (2) Besides the aforementioned item, other resolved items that the independent directors have objections or reservations: None; there were no resolved items of board meeting that are objected or have reservations by independent directors.
2. Execution status of directors for avoidance of interest conflict of proposals:

Title	Name	Proposal Content	Reason to Avoid Interest Conflict	Status of Voting Participation
Director	Chiang-Chuang Wang	The 12th meeting of the 11th round Board of Directors on May 7, 2024- Proposal for the donation to Tripod Care for Education Foundation.	Director Mr. Chiang-Chuang Wang recused himself from the discussion and voting as he also serves as a director of Tripod Care for Education Foundation.	Not participate when discussing and voting.
Director	Chiang-Chuang Wang Ching-Hsiu Hu Cheng-Ding Wang Tsao-Kuei Hsu Jeng-Ming Wang Chao-Wei Hu	The 12th meeting of the 11th round Board of Directors on May 7, 2024-The Company's issuance of compensation for directors and managers/employees for 2023.	Directors Mr. Chiang-Chuang Wang, Mr. Ching-Hsiu Hu(By proxy), Mr. Cheng-Ding Wang, Mr. Tsao-Kuei Hsu, Mr. Jeng-Ming Wang, and Mr. Chao-Wei Hu recused themselves from the discussion and voting to uphold the best interests of the Company.	
Independent Director	Yeong-Cheng Wu Hsing-Cheng Tai Wei-Ping Tang		Independent directors Mr. Yeong-Cheng Wu, Mr. Hsing-Cheng Tai and Ms. Wei-Ping Tang recused themselves from the discussion and voting to uphold the best interests of the Company.	
Independent Director	Hong-Cheng Wu Hsing-Cheng Tai Wei-Ping Tang	The 1st meeting of the 12th round Board of Directors on August 8, 2024- to appoint the members of the compensation committee of the Company.	Independent directors Mr. Hong-Cheng Wu, Mr. Hsing-Cheng Tai and Ms. Wei-Ping Tang recused themselves from the discussion and voting due to conflicts of interest.	

3. Execution status description for performance evaluation of board meeting and functional committees:

Evaluation Cycle	Evaluation Term	Evaluation Range	Evaluation Method	Evaluation Content
Internal performance evaluation: Once per year	January 1 to December 31, 2024	Board of directors performance evaluation	Board member internal self-performance evaluation	1. Participation degree of corporate business 2. Improve board meeting decisional quality 3. Board member composition and structure 4. Director election and continued training 5. Internal control 6. Others
		Board of directors performance evaluation	Board member self-evaluation	1. Control of corporate goals and tasks 2. Recognition of director's duties 3. Participation degree of corporate business 4. Internal relationship maintenance and communication 5. Director's professional and continued training 6. Internal control
		Functional committee performance evaluation (Audit Committee, Compensation Committee)	Functional committee internal self-performance evaluation	1. Participation degree of corporate business 2. Recognition of committee duties 3. Improve committee decisional quality 4. Committee composition and member election 5. Internal control 6. Others
External performance evaluation: Once every three year	January 1 to December 31, 2023	Board of directors, board member, functional committee	By an external independent professional institution or a panel of external experts and scholars	Based on eight key elements were identified to assess the Board's effectiveness: board structure and processes, board composition, legal entity and group structure, roles and responsibilities, behavior and culture, director training and development, oversight of risk management and oversight of reporting disclosure and performance.

(1) The Company's board meeting amended Rules of Performance Evaluation for Board of Directors and Functional Committees on Nov. 8, 2021, ruling at least one internal evaluation to be performed each year, at least one external evaluation to be performed every three year. The Company already finished 2024 internal performance evaluation which has been reported to the Board of Directors on Feb. 27, 2025, the result of internal evaluation was Advanced, and the directors didn't provide any suggestion. The result of external evaluation in 2023 was Advanced which was reviewed by an independent professional institution based on Structure, People, Process and Information. The independent professional institution provides suggestions such as enhancing the diversity of board's composition and providing training courses for directors according to the Training Route Map for Directors published by the Corporate Governance Center in order to upgrade the training courses for directors…etc., which has reported to the Board of Directors on Feb. 29, 2024. Based on the result, the Company will enhance its governance practices in the future.

(2) The results of performance evaluation for board directors and functional committees will be served as references for continued strengthening of competency of directors and functional committees.

(3) The rules of performance evaluation for board directors and functional committees as well as evaluation results are disclosed at company website for investors to refer to.

4. Goals of strengthening competency of board meeting of the year and most recent year (e.g. Set up Audit Committee, increase information transparency, etc.) and evaluation of execution status:

(1) In order to strengthen the competency of board and promote corporate social responsibility, establishment of sustainable operation plans and supervision of corporate governance progress. The Company has established the Sustainable Development Committee, Ethical Corporate Management Working Group and Risk Management Committee, and reports the execute results to the Board of Directors once per year periodically. Meanwhile, in order to increase the information transparency, the annual proposals and the execution results have been disclosed on the Company's website for Investors' reference.

(2) The Company promotes the risk management mechanism by amending the Risk Management Best Practice Principles which is the guiding principle of risk management and has approved by the Board of Directors on Nov. 10, 2022. The Risk issue identification includes Strategy Risk, Operating Risk, Financial Risk, Information Security Risk, Compliance Risk, Ethical Risk and Other Emerging Risks. The Company holds risk management meeting with the competent authorities regularly and reports the process status and execution results to the audit committee and board of directors once per year. The execution status has disclosure on the website for investors' reference.

(3) In order to promote the supervisory mechanism of ethical management, the Company has established the Ethical Corporate Management Working Group under the Sustainable Development Committee, which was approved by the Board of Directors on Aug. 9, 2021. In addition, the internal audit office reviews the implementation status according to each department's duties to ensure ethical management in accordance with laws and regulations, and report the Board of Directors once per year periodically. The execution status has disclosure on the website for investors' reference.

(4) The Company's board amended the Rules of Performance Evaluation for Board of Directors and Functional Committees on Nov. 8, 2021, ruling at least one external evaluation to be performed by an external independent professional institution or a panel of external experts and scholars every three year. The Company already finished 2023 external performance evaluation. The Rules of Performance Evaluation for Board of Directors and Functional Committees and the evaluation result have been disclosed on the Company's website for investors' reference.

2.2.2 Audit Committee Operational Information:

A. Committee aims to assist board of directors in monitoring the following items:
  (1) Fair presentation of the Company's financial reports.
  (2) Independence and performance of CPA election (dismissal).
  (3) Effective implementation of internal control of the Company.
  (4) Compliance of the Company for related laws and regulations.
  (5) Control of the existing or potential risks of the Company.

B. Committee's annual duties and job items are as follows:
  (1) Compile or amend internal control system.
  (2) Audit of internal control system effectiveness.
  (3) Compile or amend procedures for major financial and business behaviors such as asset possession or disposal, derivatives trading, loans, endorsement or guarantee.
  (4) Major trading of assets or derivatives.
  (5) Major loans, endorsement or guarantee.
  (6) Raising, issuance or private placement of marketable securities with shareholders' rights.
  (7) CPA assignment, dismissal or remuneration.
  (8) Assignment and dismissal of financial, accounting or internal auditing officer
  (9) Signature or seal of chairperson, manager and accounting officer for annual financial reports.
  (10) Business report and earning distribution proposal.

C. Four meetings were convened by Audit Committee for the most recent year, the attendance status of independent directors is as follows:

Title	Name	Number of Meetings Attended in Person (B)	Number of Meetings attended by Proxy	In-person Attendance Rate (B/A)	Note
Independent Director	Hsing-Cheng Tai	4	0	100.00%	Convener
Independent Director	Yeong-Cheng Wu	2	0	100.00%	Note 1
Independent Director	Wei-Ping Tang	4	0	100.00%	-
Independent Director	Hong-Cherng Wu	2	0	100.00%	Note 2

Note1: Term expired on June 18, 2024.
Note2: Took office on June 18, 2024.

Other Items to be Recorded:

1. Specify the date, term, proposal content of the audit committee meeting, dissenting opinions by independent directors, qualified opinion or the content of important suggestion, Audit Committee resolution and dealing of the Company of the opinions should the Audit Committee operations involve the following items:

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

Audit Committee Meeting Date/Term	Proposal Content	Independent Director Opinion	Company's Dealing of Independent Director Opinion
Feb. 29th, 2024 The 11th meeting of 2nd term of the Audit committee (the 11th meeting of 11th term of the Board meeting)	1. Proposal of internal audit report. 2. 2023 business and annual financial reports. 3. Company and affiliate loan status. 4. Company's derivatives trading status. 5. Follow Regulations Governing Establishment of Internal Control Systems by Public Companies and offer to board meeting to approve the "2023 Statement of Internal Control". 6. Proposal to change the CPAs from the first quarter of 2024 and evaluate the independence and suitability of CPAs according to the Corporate Governance Regulations.	All agreed and approved.	All attending directors agreed and approved.
May 7th, 2024 The 12th meeting of 2nd term of the Audit committee (the 12th meeting of 11th term of the Board meeting)	1. Proposal of internal audit report. 2. Proposal of Directors and officers liability Insurance (D&O) status report. 3. Proposal of the 2023 Non-assurance Services provided and accountant fees by CPA firm and its global accounting alliance. 4. Proposal of the 2024 first quarter consolidated financial statement. 5. Proposal of the Company's 2023 earnings distribution. 6. Company and affiliate loan status. 7. Company's derivatives trading status.		

	8. Ratification of Acquisition of Assets- proposal of investment in the unsecured subordinated corporate bonds issued by Fubon Insurance Co., Ltd. 9. To approve the amendments to the Articles of Association.		
August 8th, 2024 The 1st meeting of 3rd term of the Audit committee (the 1st meeting of 12th term of the Board meeting)	1. Proposal of internal audit report. 2. Proposal of the Company's 2024 second quarter consolidated financial statements. 3. Company and affiliate loan status. 4. Company's derivatives trading status. 5. Acquisition of Assets- proposal of investment in the unsecured subordinated corporate bonds issued by Fubon Insurance Co., Ltd. 6. Ratification of Acquisition of Assets- proposal of investment issued by Emerging Technologies Synergy.		
Nov. 7th, 2024 The 2nd meeting of 3rd term of the Audit committee (the 2nd meeting of 12th term of the Board meeting)	1. Proposal of internal audit report. 2. Proposal of Risk Management Committee report. 3. Proposal of the Company's 2024 third quarter consolidated financial statements. 4. Company and affiliate loan status. 5. Company's derivatives trading status. 6. To approve the amendments to the Rules of Procedures for Board of Directors Meetings. 7. To approve the amendments to the Audit Committee Charter. 8. To approve the amendments to the relevant regulations of corporate governance. 9. To approve the amendments to the Company's Regulations Governing Internal Control Systems and Internal Audit. 10. Proposal of 2025 annual audit plan.		

(2) Besides the above items, other resolved items not passed by Audit Committee while agreed by other two thirds of directors:
None, there were no objections or reservations from independent directors this year.

2. Execution status of independent director on interest conflict proposal avoidance should specify independent director's name, proposal content, avoidance reason and status of participating in voting: None, each independent director expressed his/her opinion during the meetings.
3. Communication status of independent director and internal audit officer as well as CPA (must include major item, method and result of corporate financial and business status communications)

(1) Method of Communication

1. Independent director and internal audit officer
Internal audit officer should report at least once per quarter on internal audit execution status and internal control operational status; for major abnormal financial and business situations, report to independent directors at any time.
2. Independent director and CPA
Independent directors and CPAs should convene meetings at least once per year; CPAs should offer report for financial and business operational status and internal audit status of the Company and affiliates while launching full communications for major adjustments and regulation amendment influence status; for major abnormal financial and business situations, report to independent directors at any time.

(2) Communication Item and Result

1. Communication status of independent director and internal audit officer

Date	Excerpts of Communication Status	Result of Communication
Feb. 29, 2024	Internal audit operation checking plan and actual execution status for November, 2023 to January, 2024.	No suggestion, approval granted
May 07, 2024	Internal audit operation checking plan and actual execution status for February to April, 2024.	No suggestion, approval granted
Aug. 08, 2024	Internal audit operation checking plan and actual execution status for May to July, 2024.	No suggestion, approval granted
Nov. 07, 2024	Internal audit operation checking plan and actual execution status for August to October, 2024.	No suggestion, approval granted

2. Communication status of independent director and CPA

Date	Attendee	Excerpts of Communication Status	Result of Communication
Nov. 07, 2024	Independent directors: Hong-Cherng Wu, Hsing-Cheng Tai, Wei-Ping Tang The CPAs: Chung-Cheng Chen	1. Discussion on annual financial reports including range and methods in 2024. 2. Discussion on significant risks which were identified、annual auditing procedures、key checking items in 2024. 3. The discussion between CPAs and participants regarding the questions they might have. 4. Discussion on the IFRS Sustainability Disclosure Standards. 5. Proposal of accountants' fee and public discloser information.	No suggestion
Feb., 27, 2025	Independent directors: Hong-Cherng Wu, Hsing-Cheng Tai, Wei-Ping Tang The CPAs: Chung-Cheng Chen	1. Discussion on annual auditing of financial reports including rang and methods, group auditing, significant risks, material accounting estimates and key checking items in 2024. 2. The discussion between CPAs and participants regarding the questions they might have.	No suggestion

2.2.3 Information of operational status of supervisor participating in board meeting: The Company formed Audit Committee on June 21, 2018 to execute supervisor competency ruled by related regulations

2.2.4 Discrepancy and reason between corporate governance operational status and Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies

Evaluation Item	Operational Status			Discrepancy and reason between corporate governance operational status and Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
	Y	N	Excerpt	
1. Does the Company compile and disclose its Corporate Governance Best Practice Principles according to "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies"?	V		The Company has compiled and disclosed its corporate governance practice principles at its website under the directory of Sustainability/Document Center/Internal Polices/Information of Corporate Governance according to "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies".	None
2. Corporate share structure and shareholders' rights				None
(1) Does the Company compile internal operational procedures to deal with shareholders' opinions, questions, disputes and lawsuit matters while implement according to procedures?	V		(1) The Company already set up spokesperson system according to regulations to deal with related matters.	
(2) Does the company control major shareholders of actual controlling companies and final controller list of major shareholders?	V		(2) The Company has access to the list of major shareholders of actual controlling companies, ensuring the stability of ownership.	
(3) Does the Company establish and execute risk control and firewall mechanism with affiliates?	V		(3) Affiliates operate independently while the Company has regulations on financial and business operational regulations regarding group affiliates and specific companies; interactions with affiliates also comply with related regulations.	
(4) Does the company compile internal regulations to prohibit insiders to trade marketable securities by using undisclosed market information?	V		(4) The Company has regulations for insider trading prevention.	

Evaluation Item	Operational Status Y	N	Excerpt	Discrepancy and reason between corporate governance operational status and Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
3. Composition and Duties of Board of Directors				None
(1) Does the board of directors set up the diversity policy、specified manage goals and execution status?	V		(1)The Company follows rules of "Corporate Governance Best Practice Principles" to gradually realize diversity policy for board meeting member composition with various gender, professional background and work field. The Composition of board members features various professional background and work field, including but not restricting to gender, age, nationality, culture, professional background (such as legal, accounting, industry, financial marketing or technology), professional skill and industry experience; this round of board members consists of nine seats, including 3 independent directors and one female director; the members' professional background and work field cover industry, legal, financial, accounting, investment management and business management; the professional background and work field of other members also cover industry, financial, accounting, investment management and business management while having contribution to public welfare, offering a diverse business management method. Please refer to the Section 2.1 Information of Director, Supervisor, President, Vice President, Associate Vice President and Executives of Each Department and Division of "2. Corporate Governance Report". The Company's directors also serving as employees account for 33% of overall members, while the percentage for independent director is also 33%, while that for female members is 11%. For duration of independent director tenure: two members have served this position for five years and under, one has served for over five years. For gender equality, the Company shall ensure the appointment of at least one female director in the next board election to maintain its target percentage of female board members.	
(2) Besides setting up Compensation and Audit Committees to comply with regulations, does the Company voluntarily implement other functional committees?	V		(2)The Company already set up Compensation Committee as required while implementing Audit Committee. We also set up Sustainable Development Committee to compile sustainable policies to monitor sustainable-related operations.	
(3) Does the company compile Rules for Performance Evaluation of Board of Directors and its evaluation method, perform annual evaluation while offering the result to board of directors and use that as reference for individual director salary remuneration and nomination for the following term?	V		(3)The Company amended the Rules for Performance Evaluation of Board of Directors and Functional Committees on Nov. 8, 2021. In 2024, the Company performed internal evaluation according to the evaluation procedures and indicators while the execution status and result of the evaluation were reported to the board meeting on Feb. 27, 2025 and finish announcement matters. In addition, the next directors' election or nomination, salary and remuneration will be based on the performance evaluation in the future. For the specific external evaluation procedures and methods, please refer to the Section 2.2 Corporate Governance Operational Status of "2. Corporate Governance Report".	
(4) Does the company regularly evaluate the independence of CPA?	V		(4)The Company evaluates once per year the independence and suitability of CPA. The independence and suitability of Deloitte CPAs Chung-Chen Chen and Sheng-Tai Liang is evaluated together with various items according to the provision of "The Bulletin of Norm of Professional Ethics for Certified Public Accountant of the Republic of China No.10" and "Audit Quality Indicators (AQIs)" while passed by the board meeting on Feb. 27, 2025. The independence and suitability of CPAs are normal while Deloitte has offered its Letter of Independence. Please refer to the core assessment indicators listed in Note 1.	

Evaluation Item	Operational Status			Discrepancy and reason between corporate governance operational status and Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
	Y	N	Excerpt	
4. Do public companies have competent and suitable numbers of corporate governance personnel while appoint a corporate governance officer to handle corporate governance matters (including but not restricting to offering necessary information for directors and supervisors in performing duties, assisting directors and supervisors to comply with regulations, handling items relating to board meeting and shareholders' meeting in compliance with the law, performing company registration and change registration and compiling meeting minutes for board meetings and shareholders' meeting)?	V		The Company's corporate governance matters are handled by the chairperson office while there is a corporate governance unit under the office. The board has approved and appointed Ms. Shih-Han Chen from the chairperson office as the corporate governance officer on May 6, 2021 to handle promotion of corporate governance and ethical management matters while negotiating execution to protect shareholders' rights, strengthening board director competency; matters include legally handle board meeting and shareholders' meeting, cooperate with directors to offer them information for performing duties, assisting them to comply with the law, compile meeting minutes for board meeting, shareholders' meeting and functional committees, handle company registration, participate in and arrange investment forum, establish a diverse communication channel for investors, promote corporate social responsibility (CSR) matters, disclose material information, company website maintenance, etc. The 2024 corporate governance officer continuing education information: 6 hours course of "2024 Cathay Sustainable Finance and Climate Change Summit" by Taiwan Stock Exchange Corporation, 3 hours course of "2024 Promotion Forum of Insider Trading Prevention" by Securities and Futures Institute, 3 hours course of "Embracing Sustainability Disclosure Standards: Introduction and Implementation of IFRS S1 and S2 for Corporates" by Taiwan Corporate Governance Association, 3 hours of Promotion Forum of Regulation of Insider Trading and Insider Share Transactions by Securities and Futures Institute. The total training hours amounted to 15 hours.	None
5. Does the Company establish communication channels with interest parties (including but not restricting to shareholder, employee, customer, supplier, etc.) while setting up interest party area on company website, appropriately responding to interest parties for the major CSR issues of their interest?	V		The Company already set up an interest party area on its website (https://www.tripod-tech.com) as well as spokesperson and deputy spokesperson system to handle important CSR matters.	None
6. Does the Company appoint a stock affair agent to handle shareholders' meeting matters?	V		The Company appoints Capital Securities Corporation to handle shareholders' meeting matters.	None
7. Information Disclosure (1) Does the Company set up a website to disclose financial, business and corporate governance information? (2) Does the Company have other information disclosure methods? (such as English website, appoint personnel to handle corporate information collection and disclosure, realize spokesperson system, and upload the process of investors' conference to corporate website)? (3) Does the Company announce and report annual financial reports within two months after the close of fiscal year while announce and report earlier than required the financial reports of 1-3Q and operational status of each month?	 V V V		(1) The Company sets up a website to disclose financial, business and corporate governance information at https://www.tripod-tech.com. (2) The Company already set up spokesperson system according to regulations while the chairperson office handles corporate information collection and disclosure. (3) The Company sets up its goals to finish announcing and reporting quarterly financial reports and monthly operational status before required deadlines. Its annual financial reports also are set to be announced and reported within two months of the close of fiscal year; the 2024 financial reports were announced and reported on Feb. 27, 2025.	None

Evaluation Item	Operational Status			Discrepancy and reason between corporate governance operational status and Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
	Y	N	Excerpt	
8. Does the Company have important information that helps to understand the status of corporate governance operations (including but not restricting to employee right, employee care, investor relations, supplier relationship, interest party right, director/supervisor education status, status of risk management policy and risk assessment standard, customer policy execution status and D&O status)?	V		Employee right: Employee is the most important asset of the Company. Tripod values employee welfare, health and on-job training, plans each welfare measures and HR system according to considerations of prioritizing employees and protects employee rights according to Labor Standards Act. Employee care: Besides providing health insurance, labor insurance and labor pension system in accordance with the laws and regulations, the Company provides group insurance which covers certain amount of life insurance, cancer medical insurance, accidental injury medical insurance, accidental insurance, hospital medical insurance and occupational hazard insurance. Other welfare measures include wedding and funeral condolences, festive cash gifts, birthday cash gifts and year-end lottery, health check, business trip insurance, birth cash gifts, children scholarship, etc. Investor relations: The Company sets up spokesperson and deputy spokesperson system to handle related matters. Supplier relationship: The Company has a close and fair relationship with suppliers. Rights of interest parties: Interest parties communicate with the Company for demand to maintain self-rights; they can communicate via the interest party area on the website. Status of director and supervisor education: The Company's directors have industry processional knowledge and experiences while irregularly participating in corporate governance courses (Note 2). Execution status of risk management policy and risk assessment standard: The Company already set up related management regulations as required while launching appropriate risk evaluation and control when performing business operations. Customer policy execution status: The Company has a close and fair relationship with customers. D&O status: The Company purchased D&O for directors to protect shareholders' rights. The insurance level for May 8, 2024 to May 8, 2025 is US$10 million. When the term ends while a new insurance needs to be purchased, we will announce and disclose as required the amount, range and rate of the insurance after providing to be reviewed at the board meeting.	None
9. Offer improved status, prioritized items to be improved and measures regarding the results of Corporate Governance Evaluation by the Corporate Governance Center of TWSE. (1) Improved status: A. To advance the information transparency of the shareholders' meeting. B. To enhance the architecture of information security risk management. C. To promote the ESG activities. (2) Status of improvements to be made: A. Implementation of Board Diversity. B. The corporate ESG information disclosure transparency. C. The immediacy of disclosing the information to the Company's website.				

Note 1: The assessment of the independence of CPA (Only key indicators were listed below)

Assessment Indicator	Result	Is it consistent with independence?
Is there any direct or substantial financial interest between the CPAs and the Company?	No	Yes
Do the CPAs and audit team members have never held the position as director, managers, or any position in the Company materially critical to the audited case?	No	Yes
Is there any business relation between the CPAs and the Company or the director/managerial officer of the Company, which affects the status of independence?	No	Yes
Have the CPAs provide the audit service to the Company for 7 consecutive years?	No	Yes

Note 2: 2024 director and supervisor education status

Title	Name	Host	Date	Course Name	Hours
Director	Chiang-Chuang Wang	Taiwan Stock Exchange Corporation	July 3, 2024	Cathay Sustainable Finance and Climate Change Summit	6
		Securities and Futures Institute	Sept. 20, 2024	Promotion Forum of Insider Trading Prevention	3
Director	Cheng-Ding Wang	Taiwan Stock Exchange Corporation	July 3, 2024	Cathay Sustainable Finance and Climate Change Summit	6
		Securities and Futures Institute	Sept. 20, 2024	Promotion Forum of Insider Trading Prevention	3
		Taiwan Corporate Governance Association	Nov. 7, 2024	Embracing Sustainability Disclosure Standards: Introduction and Implementation of IFRS S1 and S2 for Corporates	3
Director	Ching-Hsiu Hu	Taiwan Stock Exchange Corporation	July 3, 2024	Cathay Sustainable Finance and Climate Change Summit	6
		Securities and Futures Institute	Oct. 18, 2024	Promotion Forum of Insider Trading Prevention	3
		Taiwan Corporate Governance Association	Nov. 7, 2024	Embracing Sustainability Disclosure Standards: Introduction and Implementation of IFRS S1 and S2 for Corporates	3
		Securities and Futures Institute	Nov. 22, 2024	Promotion Forum of Regulation of Insider Trading and Insider Share Transactions	3
Director	Tsao-Kuei Hsu	Taiwan Stock Exchange Corporation	July 3, 2024	Cathay Sustainable Finance and Climate Change Summit	6
		Taiwan Corporate Governance Association	Nov. 7, 2024	Embracing Sustainability Disclosure Standards: Introduction and Implementation of IFRS S1 and S2 for Corporates	3
Director	Jeng-Ming Wang	Taiwan Stock Exchange Corporation	July 3, 2024	Cathay Sustainable Finance and Climate Change Summit	6
		Securities and Futures Institute	Sept. 20, 2024	Promotion Forum of Insider Trading Prevention	3
		Taiwan Corporate Governance Association	Nov. 7, 2024	Embracing Sustainability Disclosure Standards: Introduction and Implementation of IFRS S1 and S2 for Corporates	3
Director	Chao-Wei Hu	Taiwan Stock Exchange Corporation	July 3, 2024	Cathay Sustainable Finance and Climate Change Summit	6
		Securities and Futures Institute	Oct. 18, 2024	Promotion Forum of Insider Trading Prevention	3
		Taiwan Corporate Governance Association	Nov. 7, 2024	Embracing Sustainability Disclosure Standards: Introduction and Implementation of IFRS S1 and S2 for Corporates	3
		Securities and Futures Institute	Nov. 22, 2024	Promotion Forum of Regulation of Insider Trading and Insider Share Transactions	3
Independent Director	Hong-Cherng Wu	Taiwan Stock Exchange Corporation	July 3, 2024	Cathay Sustainable Finance and Climate Change Summit	6
		Securities and Futures Institute	Oct. 18, 2024	Promotion Forum of Insider Trading Prevention	3
		Taiwan Corporate Governance Association	Nov. 7, 2024	Embracing Sustainability Disclosure Standards: Introduction and Implementation of IFRS S1 and S2 for Corporates	3
		Securities and Futures Institute	Nov. 22, 2024	Promotion Forum of Regulation of Insider Trading and Insider Share Transactions	3
Independent Director	Hsing-Cheng Tai	Taiwan Stock Exchange Corporation	July 3, 2024	Cathay Sustainable Finance and Climate Change Summit	6
		Accounting Research and Development Foundation	Sept. 18, 2024	2024 ESG Summit: et Zero in All Aspects, A Sustainable Future	6
		Taiwan Corporate Governance Association	Nov. 7, 2024	Embracing Sustainability Disclosure Standards: Introduction and Implementation of IFRS S1 and S2 for Corporates	3
Independent Director	Wei-Ping Tang	Taiwan Stock Exchange Corporation	July 3, 2024	Cathay Sustainable Finance and Climate Change Summit	6
		Securities and Futures Institute	Oct. 18, 2024	Promotion Forum of Insider Trading Prevention	3
		Taiwan Corporate Governance Association	Nov. 7, 2024	Embracing Sustainability Disclosure Standards: Introduction and Implementation of IFRS S1 and S2 for Corporates	3

If the Company has a Compensation Committee, it should disclose its composition, duty and operational status:

A. Compensation Committee Member Information:

March 31, 2025

Type \ Conditions \ Name		Professional Knowledge and experiences	Independent status	No. of Public Companies as Independent Director
Convener Independent director	Wei-Ping Tang	BA, Accounting, National Taiwan University Master of Accounting, National Taiwan University CPA, KSP Certified Public Accountants Limited Ms. Tang is a Certified Public Accountant with more than 5 years of financial/accounting/manufacturing experiences. No occurrence of any event set forth under the provisions of Article 30 of the Company Act.	The Company obtained the written statement from each independent director (not the executive director) in order to confirm the independent of them and their lineal relatives by blood to the Company according to the requirements of Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	0
Member Independent director	Hong-Cherng Wu	College of Law, National Taiwan University Master of Law, American University Attorney of Iustitia Law Firm Mr. Wu is a lawyer with more than 5 years of commercial arbitration/ business & corporation laws/ manufacturing experiences.	The Company obtained the written statement from each independent director (not the executive director) in order to confirm the independent of them and their lineal relatives by blood to the Company according to the requirements of Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	1
Member Independent director	Hsing-Cheng Tai	MA, Finance, NTU/ CPA, Ernst & Young Taiwan/ Director, CPA Associations, R.O.C/ Director, Institute of Internal Auditors Mr. Tai is a Certified Public Accountant with more than 5 years of financial/accounting/manufacturing experiences. No occurrence of any event set forth under the provisions of Article 30 of the Company Act.	The Company obtained the written statement from each independent director (not the executive director) in order to confirm the independent of them and their lineal relatives by blood to the Company according to the requirements of Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	1

B. Compensation Committee Operational Status Information

(1) The Company's Compensation Committee consists of 3 members.

(2) Term of this Committee round: Aug. 8, 2024 to Jun. 17, 2027. In the latest year, the committee convened two (A) times, the qualification and attendance of the members specified as follows:

Title	Name	Number of Meetings Attended in Person (B)	Number of Meetings attended by Proxy	In-person Attendance Rate (B/A)	Note
Convener	Wei-Ping Tang	2	0	100.00%	-
Member	Yeong-Cheng Wu	2	0	100.00%	Term expired on June 18, 2024.
Member	Hong-Cherng Wu	0	0	0.00%	Took office on June 18, 2024.
Member	Hsing-Cheng Tai	2	0	100.00%	-

Other items to be recorded:

1. Duties of Compensation Committee: The Committee should dutifully fulfill the following jobs and offer suggestions to the board meeting to discuss based on due care of a good administrator.
   (1) Regularly review the Company's salary/compensation regulations to offer amendment suggestions.
   (2) Review the performance goals of the Company's directors and managers as well as the policy, system, standard and structure of salary and compensation.
   (3) Evaluate the goal-reaching status of the performance of the Company's directors and managers and salary and compensation.
2. Should the board meeting does not adopt or amend the suggestions, specify the date, term, proposal content, resolution result of the board meeting and the Company's dealing with the Compensation Committee opinions (the discrepancy and reason shall be described when the Board meeting approves the proposal of compensation which is better than the suggestion from the Compensation Committee): None.
3. For the resolved items of the committee, should members have objections or reservations while recorded or have written statements, specify the date, term, proposal content, all members' opinions and dealing with the opinions: None.

Compensation Committee Date/Term	Proposal Content	Compensation Committee Opinion	Board Meeting Date/Term	Company Dealing with Compensation Committee Opinions
Feb. 29, 2024 (6th meeting of the 5th Compensation Committee)	1. To review and issue of the salary and compensation operations of the Company's directors and managers. 2. Proposal for range of suitable managers offered by the Company to Compensation Committee.	All members agreed and approved.	Feb. 29, 2024 (11th meeting of the 11th Board of Directors)	All attending members agreed and approved.
May 7, 2024 (7th meeting of 5th Compensation Committee)	1. Issuance operations of the Company's 2023 director and manager compensation.		May 7, 2024 (12th meeting of the 11th Board of Directors)	

2.2.5 Discrepancy and reason of Promoting Sustainable Development Execution and Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies

<table>
<tr><th rowspan="2">Promoting Item</th><th colspan="3">Execution Status</th><th rowspan="2">Discrepancy and reason of Promoting Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies</th></tr>
<tr><th>Y</th><th>N</th><th>Excerpt</th></tr>
<tr><td>1. Does the Company establish the governance structure for promoting sustainable development and set up a full (part) time promotion unit for sustainable development while the board of directors authorize high-end management level personnel to handle the related matters and the supervisory status by the board of directors?</td><td>V</td><td></td><td>The Company reported to the board of directors in February 25, 2021 to set up the Sustainable Development Committee under the chairperson office; the chairperson leads the Company’s high-level management team to realize sustainable strategies and operations covering aspects of corporate ESG while inspecting implementation performance and compiling improvement plan. For related matters of promoting CSR, the Company realizes CSR via each department’s duties while reports to the Board of Directors by year-end. The members of the Board of Directors provide suggestions when it is needed and supervise the Sustainable Development Committee for the adjustment if necessary.
The execution status in 2024 are listed below which were reported to the board on Nov. 7, 2024:
<table>
<tr><th>Item</th><th>Description</th><th>Status</th></tr>
<tr><td>1</td><td>To publish the Sustainability Report in English.</td><td>Approved by the board on Nov. 7, 2024.</td></tr>
<tr><td>2</td><td>The proposal by the Ethical corporate management working group.</td><td>Approved by the board on Nov. 7, 2024.</td></tr>
<tr><td>3</td><td>The intellectual property plan.</td><td>Approved by the board on Nov. 7, 2024.</td></tr>
<tr><td>4</td><td>The training courses of the introduction of the ESG information on 2023 Tripod sustainability report and website.</td><td>Approved by the board on Nov. 7, 2024.</td></tr>
</table>
The Sustainable Development Committee reported the current year of CSR procedures and execution status to the board on Nov. 7, 2024, and asked for suggestions when it is needed, the boards shall supervise the Sustainable Development Committee for the adjustment if necessary.</td><td>None</td></tr>
</table>

<table>
<tr><th rowspan="2">Promoting Item</th><th colspan="3">Execution Status</th><th rowspan="2">Discrepancy and reason of Promoting Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies</th></tr>
<tr><th>Y</th><th>N</th><th>Excerpt</th></tr>
<tr><td>2. Does the company evaluate the risks of environmental, social and corporate governance issues related to corporate operations according to materiality principle while compiling related risk management policy or strategy?</td><td>V</td><td></td><td>The Company already set up Sustainable Development Best Practice Principles and risk management regulations while proceeding with risk control priorities and risk level evaluation regarding corporate business-related ESG issues according to the Company’s materiality principle, meanwhile, through reviewing the domestic and foreign research report and integrating internal data as the reference to evaluate the materiality of ESG topics, in order to set up the risk management strategies, corresponding action plans and reduce the impact of related risks.
The reporting boundary encompasses the Company and its subsidiaries and the time frame was from Jan. 1, 2024 to Dec. 31, 2024. For related content of risk items, please refer to the 5.6 Risk Items of “5. Financial Status and Performance Analysis and Risk Items”.
<table>
<tr><th>Materiality of topics</th><th>Risk evaluation items</th><th>Description</th></tr>
<tr><td>Environment</td><td>Environment risks and management</td><td>1. Each site obtains the ISO 14001 Environmental management systems individually. Besides, Wuxi site obtains the ISO 14064-1 Greenhouse Gases verification Furthermore, Wuxi/Hubei sites obtain ISO 50001 verification. Each site updates these certificates regularly.
2. To set up the climate-related risk identify procedure according to the TCFD framework on the consolidated basis. The Company identified 7 risk issues and 8 possible opportunities through cross-departmental discussions of risk and opportunity related to climate change.</td></tr>
<tr><td rowspan="2">Social</td><td>Occupational Safety</td><td>1. All sites obtain the ISO 45001 Occupational Health and Safety Management Systems verification in 2024. Each site updates these certificates regularly.
2. Regular fire drill and occupational safety training are conducted annually to develop employees’ emergency response capability.</td></tr>
<tr><td>Green products</td><td>1. The Company reviews the international hazardous substance requirement that qualified the RoHS Directive by EU. Meanwhile, the Company complies with non-use of conflict minerals and conducts satisfaction questionnaire surveys periodically and reviews the result. Please refer to the Chapter 3-3 Green Products of the sustainability report.</td></tr>
<tr><td rowspan="3">Corporate Governance</td><td>Regulatory compliance</td><td>1. The Company manages the internal audit annually and audits each processing procedures to make sure the 100% implementation in 2024.
2. As regards the new technology develops by the Company, to apply patents application to secure the Company rights. The intellectual property plan was reported to the Board of Director on Nov. 7, 2024.</td></tr>
<tr><td>To strengthen the competencies of directors</td><td>1. To arrange continuing education courses for directors and update the latest laws and regulations related information to directions from time to time in 2024.
2. To provide the directors liability insurance in order to reduce the risk while executing their duties in 2024.</td></tr>
<tr><td>Stakeholder engagement</td><td>1. To build several communication channels for six stakeholders, collect and manage their opinions and the results has reported to the Board of Directors on Nov. 7, 2024.</td></tr>
</table></td><td>None</td></tr>
</table>

Promoting Item	Execution Status			Discrepancy and reason of Promoting Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies
	Y	N	Excerpt	
3. Environmental Issue (1) Does the Company establish appropriate environmental management system according to its industry characteristics?	V		(1) The Company already established environmental and occupational safety hygiene management system considering own industry while considering substantial environmental protection issues such as air pollution, water pollution, waste and water/electricity consumption during production/sales process as well as hazardous substances introduced during product manufacturing process. It also meets requirements of ISO 14001, ISO 14064-1, ISO 45001 and ISO 50001. The detailed information will be updated on the Company's website. (https://www.tripod-tech.com)	None
(2) Does the Company strive to improve the utilization efficiency of each energy resource while using recyclable materials with less impact on the environment?	V		(2) The Company has unit and personnel dedicated to environmental management, introducing innovative energy-preservation technologies considering own industry characteristics while striving to improve utilization efficiency of various resources. For items such as water pollution, water pollution, waste and energy consumption, it uses recyclable materials having low impacts on the environment while preventing environmental pollution and controlling energy usage. Tripod uses 7R framework for assessment to achieve the goals of "maximizing resource recycling" and "minimizing waste disposal". Please refer to the detailed information on the Company's website. (https://www.tripod-tech.com). The goal of 2024 was to reduce the energy consumption intensity (kWh/NTD) to 0.0200 compared to the level of 2023. The energy consumption intensity in 2024 was 0.0193 kWh/NTD, indicating that the Company successfully achieved its goal of reducing intensity to 0.0200 compared to 2023. Meanwhile, the Company purchased the carbon credits to increase the percentage of green electricity usage.	
(3) Does the Company evaluate the potential risks and opportunities of climate changes on the present and future of the enterprise while adopting countermeasures for climate-related issues?	V		(3) Since our industry can be easily affected by energy and water-consumption issues due to climate changes, for possible operational risks, we will evaluate risks and opportunities for climate and environmental issues every year while launching necessary countermeasures through the Sustainable Development Committee which the Chairperson is the convenor. To set up the climate-related risk identify procedure according to the TCFD framework. The Company has finished the latest climate change risk related evaluation and identified the following 7 risk issues in 2024: GHG emissions trading and carbon taxes, higher requirement of international environmental standards, development of water resource saving, increase in raw material costs, typhoon or flood, drought and rising temperature. The Company identified the corresponding opportunities and related strategies under the premise of the sustainable operations, to strength related items such as energy saving and carbon reduction, green product, the resilience of climate change…etc. 1. Gas emission reduction Actively promote related greenhouse gas verification, product carbon footprint verification and carbon free label as well as energy management international certificates; since 2008, use ISO 14064 standard to establish corporate greenhouse gas emission list control amid the continued capacity expansion demand of the Company, effectively reduce carbon dioxide emission. 2. Energy control: Regularly review energy consumption status, reasonably plan and evaluate equipment efficiency, proceed with energy preservation project, continue to focus on energy preservation and waste reduction, lower production costs to realize energy control 3. Water resource management: Actively adopt water preservation measures, compose standard water consumption volume and launch audit control, regularly promote water preservation, avoid unnecessary waste; Company has dedicated sewage processing factory, use branched passage and distributary collection for factory effluent and domestic sewage, appropriately deal with and control, review water quality; when reaching standard, discharge water; use new recycling technology to proceed with water resource recycling and reuse, reduce sewage mud creation to improve processing efficiency, reduce pollution degree of effluent The Company has disclosed the detailed information about the risks and opportunities related to climate change on the Company's website. (https://www.tripod-tech.com)	

<table>
<tr><th rowspan="2">Promoting Item</th><th colspan="3">Execution Status</th><th rowspan="2">Discrepancy and reason of Promoting Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies</th></tr>
<tr><th>Y</th><th>N</th><th>Excerpt</th></tr>
<tr><td>(4) Does the Company collect statistics of the greenhouse gas emission volume, water consumption and waste weight for the past two years while composing policies of energy-preservation, carbon-reduction, greenhouse gas reduction, water reduction or other waste management?</td><td>V</td><td></td><td>(4) The statistics of the greenhouse gas emission volume of latest two years of the Company and its subsidiary:
1. Greenhouse gas emission:
<table>
<tr><th>Year</th><th>Scope 1 (Tonne CO2e)</th><th>Scope 2 (Tonne CO2e)</th><th>GHG Emissions Intensity (Tonne CO2e)/M NTD)</th></tr>
<tr><td>2023</td><td>68,479</td><td>670,980</td><td>12.56</td></tr>
<tr><td>2024</td><td>73,301</td><td>749,680</td><td>12.51</td></tr>
</table>
In 2024, the GHG emissions of scope 1 and scope 2 amounted to 822,981 tonnes CO2e; the carbon intensity was 12.51 tonnes CO2e/million NTD. The goal for 2024 was to reduce GHG emissions by 4% compared to 2021. The Company achieved a 24% reduction in GHG emissions in 2024, significantly surpassing its original target of a 4% reduction compared to 2021. The company obtains the ISO 14064-1 Greenhouse Gas Emissions verification in Wuxi site in order to measure the carbon emission volumes accurately. In addition, Pingzhen site dynamics adjusted the operation schedule according to the off-peak period and power regulation; built the energy monitor system while the chiller and the air compressors are comply with the energy efficiency standards from the Ministry of Economic Affairs in order to reach 1% decrease on the GHG emission per year as the goal. In 2024, the Pingzhen site has reached the goal since carbon reduction amounted to 64.4 tonnes CO2e (approx. equals to 133.2 MWh). In accordance with the local laws and regulations, Wuxi site implements annual energy conservation and emission reduction projects and Hubei site continually participates in the trading of carbon emissions in 2024. (Note: The GHG emissions for 2021 were 1,076,350 tonnes CO2e.)
2. Water consumption:
<table>
<tr><th>Year</th><th>Water Consumption (Tonne)</th><th>Water Consumption Intensity (Tonne)/M NTD)</th></tr>
<tr><td>2023</td><td>15,493,535</td><td>263</td></tr>
<tr><td>2024</td><td>17,929,903</td><td>272</td></tr>
</table>
The Company sets up the standard water usage volume at factories while launching audit control, regularly promote preservation of water usage and increase the water reclamation rate. Wuxi site obtains the Alliance for Water Stewardship platinum certification. The goal for 2024 was to maintain a reclaimed water usage rate of 35% or higher. In 2024, the reclaimed water percentage reached 36.96%, indicating that the Company successfully met its target.
3. Total weight of waste:
The Company’s waste management is performed strictly according to regulations, classifying and collecting produced wastes while delivering for legal and qualified companies to process according to various types; waste management mainly considers recycling and reuse; the Company actively develops efficient recycling technology to perform resource recycling and reuse while realizing “reduce volume” of wastes.
<table>
<tr><th>Year</th><th>Hazardous Waste (Tonne)</th><th>Non-hazardous Waste (Tonne)</th><th>Waste Generation Intensity (Tonne)/M NTD)</th></tr>
<tr><td>2023</td><td>94,044</td><td>31,427</td><td>2.13</td></tr>
<tr><td>2024</td><td>103,394</td><td>35,598</td><td>2.11</td></tr>
</table>
The goal for 2024 was to maintain a waste recycling rate of 95% or higher. In 2024, the recycling rate reached 97%, indicating that the Company successfully achieved its target.
Wuxi and Hubei sites obtain the UL2799A zero-landfill in waste processing (ZWP) verification. Meanwhile, Pingzhen site promotes recycling plan through actively sorting and recycling the general industrial waste in order to reduce the volumes of non-hazardous waste.</td><td>None</td></tr>
</table>

Promoting Item	Execution Status			Discrepancy and reason of Promoting Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies
	Y	N	Excerpt	
			The Company continues to expand business scale due to factory expansion plans, it rules related environmental management strategies for effective control. 1.Energy preservation and carbon reduction Factory energy consumption review, compile reasonable equipment efficiency evaluation standard, continue to launch energy preservation project, effectively reduce production costs via energy control. 2. Greenhouse gas reduction Standard certificates at own factories, precisely control corporate greenhouse gas emission status, combine with operating activities to compile volume reduction strategies to respond to business impacts due to climate changes. 3. Reduce water usage Set up unit standard water usage volume at factories while launching audit control, regularly promote preservation of water usage, improve volume of usage for reclaimed water, reuse of purge water, sewage and effluent, strengthen water resource usage, actively adopt water consumption preservation measures. 4. Waste management policy Actively perform waste classification and collection while delivering to legal companies to process; waste processing mainly focuses on recycling and reuse; the Company actively develops effective recycling technology to perform recycling and reuse of resources while performing volume reduction of wastes, resource recovery of waste, and innocuous treatment of waste.	None
4. Social Issue (1) Does the Company follow related regulations and International Bill of Human Rights to set up related management policy and procedure?	V		(1) Strictly abide by various labor regulations, strive to follow stricter labor, health and safety, environment, ethics and management system standards such as SA 8000, RBA (Responsible Business Alliance), customer code of conduct, etc. while compiling regulations by observing RBA to protect employees to have internationally-recognized codes of conduct such as free choice of occupation, child labor prohibition, legal salary/welfare and humanized treatment, promise to maintain and respect employees' human right management policy and procedure.	None

Promoting Item	Execution Status			Discrepancy and reason of Promoting Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies
	Y	N	Excerpt	
(2) Does the Company set up and launch reasonable employee welfare measures (including compensation, leave and other welfare) while appropriately reflecting business performance or result on employee compensation?	V		(2) To attract and retain talents, we encourage employees to create performance and long-term contribution and offer competitive overall compensation including salary, allowance, cash reward and other reward; the overall compensation of each employee is granted according to his/her professional knowledge skill, job competency, performance and long-term involvement, combining with corporate business goals to compile salary offering structure that meets labor regulations, is competitive and far; there is no difference in treatment to each employee regarding age, gender, race, religion, political stance, marital status or other factors; the position and salary are provided regarding professional background and work experiences; combined with attendance system to offer complete paid leaves; every half year, we launch employee performance review to offer encouragements such as reward, adjustment in salary and promotion for outstanding employees according to their performances in work to promote HR management; we encourage excellent employees with corporate operating results and personal performance to boost morale and improve efficiency for them to remain at the Company to contribute their specialty; besides employee compensation system, the Articles of Association rules the Company allots no less than 3% of profits as employee compensation to share corporate profits with them, please refer to the 2024 employee and board director compensation in section 5, paragraph 1, chapter 3 in the annual report for the distribution of 2024 compensation; to improve competitiveness, we strive to offer complete and high-quality welfare measures, caring them with heart, enrich their body, mind and spirit including: set up welfare committee and actively promote various welfare plans; including to provide employee travel subsidy, cash gifts (such as festive, birthday, wedding and maternity), condolence and consolation payment (such as employee who suffers from serious illness, incurs other major incidents or funeral subsidies), children's educational assistance plan ; set up library for various magazine and publication borrowing; set up restaurant, cafeteria and sign contract with appointed stores, supply healthy and balanced food/beverage and high-quality and inexpensive goods; irregularly hold various employee fun fair, sign contract with the daycare center near the Company to provide the child care services. In 2024, the proportion of female employees and senior executives was 18.77%. The information related to employee welfare measures will be updated on the Company's website. (https://www.tripod-tech.com)	None

Promoting Item	Execution Status			Discrepancy and reason of Promoting Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies
	Y	N	Excerpt	
(3) Does the Company offer a safe and healthy work environment while performing regular safety and health education for employees?	V		(3) The Company values employee safety training, all new employees participate in level-3 safety education, existing employees are educated with safety courses; according to related regulations of occupational hygiene protection, we assign qualified occupational hygiene technical service institutions to offer annual occupational hazard element inspection regarding operating locations with occupational hazard elements, items including physics and chemical ones; when sample test results exceed standard, we launch repeated sampling inspection to verify; for confirmed abnormal areas, we review the case on site while requesting production unit to launch adjustments regarding solution utilization status, ventilation and waste gas processing to provide a healthy and safe work environment; following our production characteristics, we compile various emergency processing programs and methods when emergency occurs, strengthen employees' ability to respond and escape amid emergency to ensure the Company's property and personnel are safe while minimizing losses of disasters; regularly organize fire emergency and escape drills including personnel escape principles, fire facility utilization, etc.; on-site unit regularly organizes emergency drills, performing drills regarding fire, solution pipe leakage and sprinkler pipe leakage, improving on-site immediate coping ability. In 2024, a total of 1,004 fire drills and emergency equipment demonstrations were conducted, along with 15 first aid training sessions. In the occupational safety and health management, the Company continues to improve and promote the highest requirements and standards according to ISO 45001 Occupational Health and Safety management systems with the aim of providing employees a safe, health and comfortable work environment. All manufacturing sites obtain ISO 45001 Occupational Health and Safety management systems verification. ISO 45001 for Wuxi site will expiry from Jul. 1, 2023 to Jun. 30, 2026; ISO 45001 for Hubei site will expiry from Sept. 17, 2023 to Sept. 16, 2026; ISO 45001 for Pingzhen site will expiry from Jan. 9, 2023 to Jan. 9, 2026. In order to promote the occupational safety training, the Company provides the simulation of accidents video screenings at each site. In 2024, a total of 51,346 participants attended occupational health and safety training sessions. No incidents with major accident and fire emergency case have been recorded in 2024.	None
(4) Does the Company establish for employees efficient career competency development training program?	V		(4) The Company constantly promotes employees' professional knowledge and skills according to educational training promoting concept and long-term development needs to cultivate problem-shooting ability and strengthen corporate business constitution; employee growth and prosperity are the foundation of corporate sustainable operations; systematically launch a series of technical, professional and management training courses for employees of various job competencies; actively cultivate internal coaches to pass on professional skills and experiences, integrate external good-quality training courses, encourage employees to continue study, educate employee how to cross a culture, economy, society and gender identity disorder work environment in order to become an efficient and creative team player with various methods as to improve the quality of employee and the whole competitiveness of the Company, offer mixed learning including online and offline courses, knowledge management, etc.; training methods include classroom teaching, seminar, group discussion, audio/video teaching and mentorship, design various trainings according to job ranks and departments for employees to gradually strengthen work abilities apart from their professional skills. For the purpose of collect internal resources effectively and train the talents for the organizational operation and development systematically. A total of 991,559 participants completed the training program, with a cumulative total of 401,361 training hours. In the annual performance review, managers and employees discuss and summarize the annual development plan to improve the understanding of each other and adjust plans through review and feedback periodically.	

Promoting Item	Execution Status			Discrepancy and reason of Promoting Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies
	Y	N	Excerpt	
(5) Does the Company follow related regulations and international principles for consumer health and safety, customer privacy, marketing and label of products and services while composing related policy to protect consumers or customers rights and appeal procedures?	V		(5) The Company effectively controls quality and meet various hazardous substance regulations while protecting customer right needs by establishing quality management system and hazardous substance management system; for verification standard of certification institutes, please refer to the description of section 7; we already have "Stakeholder Engagement" section on our website to deal with related matters of processing customer right appeals while featuring customers' complaint processing procedure to meet customers' demand and the sustainability promise of constant improvement.	None
(6) Does the Company compose supplier management policy, requesting suppliers to follow related regulations in issues such as environmental-protection, occupational safety hygiene or labor right and the implementation status?	V		(6) The Company asks suppliers to uphold related regulations of environment while offering related letter of guarantee and compiling regulations ruling that for any violations, the Company may end or dismiss the agreement; the Company lists past records of suppliers as evaluation items of management procedure for supplier qualification review. In 2024, the Company has completed the auditing 80 key suppliers in accordance with RBA (Responsible Business Alliance), results as below: 2024 / Non-compliant items / Improved items 80 key suppliers / 107 / 107 Tripod will continue to review the suppliers, provide relevant training and endure the compliance with the Supplier Responsible Business Alliance Code of Conduct in their management practice, in order to reduce the risk and encourage the suppliers to develop their daily practices.	
5. Does the company refer to the principles or guidance of international-standard reports to compile reports for non-financial information disclosure such as sustainability report? Do the above reports obtain third-party verification or guarantee?	V		The Company refers to the principles or guidance of international-standard reports, Global Reporting Initiative and SASB standards to compile sustainability report while the report has not yet received certificate from third-party verification unit. For information regarding the Company's CSR, refer to the sustainability report of the Company's website.	None

6. Should the Company have the Principles of Sustainable Development following "Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies", specify the discrepancy between operations and principles:
   The Company sets up the Principles of Sustainable Development while gradually launching and promote actions observing this code to realize effectively Sustainable development.
7. Other important information that helps to understand the operational status of sustainable development:
   (1) The Company's system, measure and implementation status for sustainable development activities are listed on the Company's website and its sustainability report: https://www.tripod-tech.com
   (2) The Company's certificates: ISO 9001, IATF16949, IECQ QC 080000, TL9000, ISO 45001, ISO 14001, ISO 14064-1, ISO 27001, ISO 50001.

2.2.6 Climate-Related Information of Listed Company

Item	Implementation status
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	The Company reported to the board of directors in February 25, 2021 to set up the Sustainable Development Committee under the chairperson office; the chairperson leads the Company's high-level management team to realize sustainable strategies and operations covering aspects of corporate ESG while inspecting implementation performance and compiling improvement plan. The Sustainable Development Committee reported the current year of CSR procedures and execution status to the board on Nov. 7, 2024, and asked for suggestions when it is needed, the boards shall supervise the Sustainable Development Committee for the adjustment if necessary.
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	Since the Company's industry can be easily affected by energy and water-consumption issues due to climate changes, for possible operational risks, the Company promotes the risk management mechanism. 7 risk issues have been identified: GHG emissions trading and carbon taxes, higher requirement of international environmental standards, development of water resource saving, increase in raw material costs, typhoon or flood, drought and rising temperature. Please refer to the detail of TCFD in the sustainability report from the Company's website (https://www.tripod-tech.com).
3. Describe the financial impact of extreme weather events and transformative actions.	In the event of extreme weather events, such as typhoons, floods, or droughts, it will affect the labor management, increase the risk of asset damage, and reduce production or sales; rising temperatures will also affect electricity consumption and increase costs. Please refer to the detail of Identification and Assessment of Climate Change Risks and Opportunities in line with Risk Management Strategy of TCFD in the sustainability report from the Company's website (https://www.tripod-tech.com).
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	The Company already set up Sustainable Development Best Practice Principles and Risk Management Best Practice Principles while proceeding with risk control priorities and risk level evaluation regarding corporate business-related ESG issues according to the Company's materiality principle, meanwhile, through reviewing the domestic and foreign research report and integrating internal data as the reference to evaluate the materiality of ESG topics, in order to set up the risk management strategies, corresponding action plans and reduce the impact of related risks. Please refer to the detail of Governance and Strategy of TCFD in the sustainability report from the Company's website (https://www.tripod-tech.com).
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	The Company refers to IPCC scenario RCP 2.6 in order to fulfill the Paris Agreement and conducts analysis of climate change to operational impacts, identifies the physical risks and transition risks as well as financial impact evaluation. Please refer to the detail of Strategy of TCFD in the sustainability report from the Company's website (https://www.tripod-tech.com).
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	The Company sets up the goal of GHG emissions reduction and conducts water resource and energy management. Please refer to the detail of Metrics and Targets of TCFD in the sustainability report from the Company's website (https://www.tripod-tech.com).
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	The internal carbon pricing comes from the average price per tonnes of CO2 emissions after engaging in the trading through the carbon trading platform.
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	The Company sets up the goal of GHG emissions reduction, expects to achieve net zero emissions by 2050 ~2060. Please refer to the detail of Metrics and Targets of TCFD in the sustainability report from the Company's website (https://www.tripod-tech.com).
9. Greenhouse gas inventory and assurance status, reduction goals, strategies and specific action plans.	Please refer to Greenhouse gas inventory and assurance status, reduction goals, strategies and specific action plans.

2.2.6.1 The Latest Two Years of Greenhouse Gas Inventory and Assurance Status

Greenhouse Gas Inventory and Assurance Status								
Year	Scope	Scope 1	Scope 2	Scope 3 (Note 2)	Intensity (Tonne CO2e/ M NTD)	Assurance Status		
		Total Emissions (Tonne CO2e)	Total Emissions (Tonne CO2e)	Total Emissions (Tonne CO2e)		Verification Party	Verification Criteria	Verification Statement
2023	Parent (Pingzhen site)	1,020	17,933	-	-	-	-	-
	Subsidiary (Wuxi site)	46,004	474,258	18,094		BSI	ISO 14064-1:2018	Reasonable assurance
	Subsidiary (Hubei site)	17,225	139,890	-		Wuhan Energy Efficiency Evaluation Co., Ltd. of State Grid Electric Power Research Institute	Greenhouse gas emissions accounting methods and reporting guidelines for electronics manufacturing industry	In comply with the verification criteria.
	Subsidiary (Bienhoa site)	4,230	38,899	-		-	-	-
	Total	739,459		-	12.56	-	-	-
2024	Parent (Pingzhen site)	841	18,090	-	-	-	-	-
	Subsidiary (Wuxi site)	48,461	515,037	16,532		-	-	-
	Subsidiary (Hubei site)	19,265	168,365	-		-	-	-
	Subsidiary (Bienhoa site)	4,734	48,188	-		-	-	-
	Total	822,981		-	12.51	-	-	-

Note 1: The Company conducts GHG emissions inventory according to ISO 14064-1 and develop the GHG emissions inventory report for operation management.
Note 2: Please refer to the Scope 3 calculation boundary description from the Company's website at https://www.tripod-tech.com under the directory of Sustainability / Environment / Energy and Resource Management / GHG Emissions.

2.2.6.2 Greenhouse Gas Reduction Goals, Strategies and Specific Action Plans

The baseline year and reduction goals for Greenhouse Gas
Short term Goal: Reduce 5% of GHG emissions in 2025. Medium term Goal: Reduce 20% of GHG emissions in 2030. Long term Goa l Achieve net zero emissions by 2050 ~2060 according to the local regulations of each sites. Note: Baseline year: 2021.
Greenhouse Gas Strategies and Specific Action Plans
Tripod established the Sustainable Development Best Practice Principles and Risk Management Best Practice Principles, refers to the transition risks as well as physical risks in business operations identified by TCFD frameworks and emerging opportunities brought by climate change, conducts operational ESG topics relevant risk assessment according to the Company's materiality principles in order to identify the risk level evaluation and priority of risk management measure. Through examining international/local research reports, managing internal data, evaluating the materiality ESG topics, implementing risk management policy and actions plans accordingly for the purpose of reducing the relevant risk impacts. Tripod continues to expand business scale due to factory expansion plans, it rules related environmental management strategies for effective control: 1. Energy preservation and carbon reduction: Factory energy consumption review, compile reasonable equipment efficiency evaluation standard, continue to launch energy preservation project, effectively reduce production costs via energy control. 2. Greenhouse gas reduction: Standard certificates at own factories, precisely control corporate greenhouse gas emission status, combine with operating activities to compile volume reduction strategies to respond to business impacts due to climate change. 3. Reduce water usage: Set up unit standard water usage volume at factories while launching audit control, regularly promote preservation of water usage, improve volume of usage for reclaimed water, reuse of purge water, sewage and effluent, strengthen water resource usage, actively adopt water consumption preservation measures. 4. Waste management policy: Actively perform waste classification and collection while delivering to legal companies to process; waste processing mainly focuses on recycling and reuse; the Company actively develops effective recycling technology to perform recycling and reuse of resources while performing volume reduction of wastes, resource recovery of waste, and innocuous treatment of waste.
The execution status
The goal for 2024 was to reduce GHG emissions by 4% compared to 2021. The Company achieved a 24% reduction in GHG emissions in 2024, approximately equals to 253,369 tonnes CO_2e, significantly surpassing its original target of a 4% reduction compared to 2021.

2.2.7 Discrepancy and reason of ethical management fulfillment and Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies

Evaluation Item	Operational Status			Discrepancy and reason between corporate governance operational status and Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
	Y	N	Excerpt	
1. Compile ethical management and plan				None
(1) Does the Company compile ethical management policy passed by the board members while disclose the policy and actions of ethical management as well as promise of board directors and high-level management team to actively realize management policy?	V		(1) The Company sets up "Ethical Corporate. Management Principles", "Codes of Ethical Conduct", "Procedures for Ethical Management and Guidelines for Conduct" and "Procedures for Handling Material Inside Information and Management Procedure for Insider Trading Prevention "(hereinafter referred to as "Ethical Management Regulations"), regulating noteworthy items for corporate personnel in performing duties; actively realizing promised items for external parties basing on the principle of trust and mutual benefit.	
(2) Does the Company establish evaluation mechanism for unethical conduct risks, regularly analyze and evaluate business activities with higher unethical conduct risk within the range of business while compose plans to prevent unethical conducts while at least covering the prevention measures of conducts listed in Section 2, Article 7 of "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies"?	V		(2) Besides composing Ethical Management Regulations, the Company also established Standardized Management Operations to Prevent Internal Transactions and interest conflict avoidance management guidelines, offering code of conduct for personnel performing duties, preventing matters from happening such as business activities of unethical conducts, bribery and receiving bribes and offering illegal political donations.	
(3) Does the Company disclose operational procedure for preventing unethical conduct plan, guideline for conduct, punishment for violation and appeal system while realizing the implementation and regularly reviewing and amending the aforementioned plans?	V		(3) The Company's Ethical Management Regulations specify the various operational methods for preventing unethical conducts such as violation processing procedure, award and punishment, appeal and record sanction; the Company educates employees about the importance of ethical conducts at any time according to related regulations while immediately report and deal with violations according to related rules.	

Evaluation Item	Operational Status			Discrepancy and reason between corporate governance operational status and Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
	Y	N	Excerpt	
2. Realize ethical management				None
(1) Does the Company evaluate ethical record of business counterpart while specify ethical conduct clauses in the agreement with them?	V		(1) The Company has review system for its customers and suppliers while specifying duties and rights for both parties when entering into agreements.	
(2) Does the Company have a full-time unit handling promotion of corporate ethical management while regularly (at least once per year) report to the board members about its ethical management policy, plans of prevention of unethical conduct and monitor the execution status?	V		(2) To promote the monitoring mechanism of ethical management, the Company has established the Ethical Corporate Management Working Group under the Sustainable Development Committee affiliated to the Chairperson's office. This unit shall execute and follow up the Ethical Principles and Procedures. In addition, it shall report the execution status to the Board of Directors once per year periodically. The execution status has been reported to the Board on Nov. 07, 2024 as below: 1. Training: The RBA (Responsible Business Alliance) training (including business integrity, no improper advantage, disclosure of information and fair business) provided to all employees. A total of 92,801 participants completed the training program in 2024, with a cumulative total of 91,135 training hours. 2. Execution status: (1)A total of 149 suppliers participated in the 2024 RBA training program with a 100% rate. (2)All new employees have signed the Honesty and Integrity Agreement and Self-disciplinary Agreement. (3)Ethical reporting statistics: No major whistleblower report or grievance cases were recorded in 2024.	
(3) Does the Company compile anti-interest conflict policy, offer appropriate reporting channel while realizing execution?	V		(3) The Company has interest conflict avoidance management guidelines while featuring an appeal channel for related personnel to describe any potential interest conflict with the Company.	
(4) Does the Company establish efficient accounting system and internal control system for realizing ethical management while internal auditing unit composes related audit plan according to the evaluation results of unethical conduct risks to review the compliance status of plans to prevent unethical conducts or appoint CPA to execute such audit?	V		(4) The Company already has an efficient accounting system and internal control system to realize ethical management while featuring annual auditing plan. Internal auditing unit also performs various auditing operations according to auditing plans. For special matters, arrangements will be made for exceptional audits.	
(5) Does the Company regularly hold internal/external trainings for ethical management?	V		(5) The Company irregularly trains its employees and weekly trains its executives at management meetings.	

Evaluation Item	Operational Status			Discrepancy and reason between corporate governance operational status and Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
	Y	N	Excerpt	
3. Operational status of corporate reporting system (1) Does the Company have a concrete reporting and rewarding system while establishing a channel convenient for such reporting and appointing appropriate personnel responsible for the reported party? (2) Does the Company set up an investigation standard processing procedure for answering reported matters? Does it adopt following measures and related confidential mechanism after investigation is finished? (3) Does the Company adopt measures to protect the reporting person from inappropriate dealings out of reporting?	 V V V		(1) The Company has rules for reporting matters in Ethical Management Regulations while features a reporting channel for management and auditing unit to perform related rules. Any violations of ethical management rules are dealt with following related regulations. (2) The Company's Ethical Management Regulations concretely rules the investigation standard processing procedure for answering reported matters and confidential mechanism. With a reporting line and mail box for reported cases, the Company's auditing personnel will perform related investigation matters while protecting the reporting person's rights upon receiving reports or when discovery is made when performing regular audits. (3) The Company protects the reporting person's rights and from inappropriate dealings out of reporting for reported cases.	None
4. Strengthen information disclosure Does the Company disclose Ethical Corporate Management Best Practice Principles and promotion performance at its website and MOPS?	V		The Company already discloses Ethical Corporate Management Best Practice Principles and promotion performance at its website and MOPS.	None
5. If the Company has own Ethical Corporate Management Best Practice Principles following Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies, specify the discrepancy between operations and set principles: The Company already set up Ethical Corporate Management Best Practice Principles following Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies while continues to promote and educate to strengthen realization and execution of corporate management-level employees.				
6. Other important information that helps to understand the operational status of corporate ethical management (such as reviewing and amending corporate ethical management principles) (1) The Company's CSR Code of Conduct already asks a company to follow applicable laws, regulations and corresponding industry rules as the basis of ethical management. (2) The Company has anti-insider trading management operations and interest conflict avoidance guidelines to rule insiders and employees should meet ethical management principles when performing duties.				

2.2.8 The Company should disclose other important information for more understanding of corporate governance operational status:

The Company has a website to disclose related information at https://www.tripod-tech.com under the directory of Sustainability/Corporate Governance.

2.2.9 Internal control system execution status:

A. Statement of Internal Control

Tripod Technology Corporation

Statement of Internal Control

February 27, 2025

The Company states the following for its internal control of 2024 according to self-evaluation results:

1. The Company understands that establishing, implementing and maintaining internal control system are the duties of the Company’s Board of Directors and managers and the Company already established the system. The purpose is to provide reasonable assurance of the accomplishments of goals including the effect and efficiency of operations (including profits, performance and protecting asset safety), reliable, timely, transparent reports and compliance with related regulations.
2. The internal control system has its natural limitations. No matter how complete the design, effective internal control system also can only offer reasonable assurance for accomplishment for abovementioned three goals; also, with the changes of environment and condition, internal control system effectiveness may change accordingly. Nevertheless, the Company’s internal control system features self-monitoring mechanism. Should errors be identified, the Company will immediately launch corrections.
3. The Company determines whether design and execution of internal control system are effective by items of the effectiveness of internal control system according to the rules of “Regulations Governing Establishment of Internal Control Systems by Public Companies” (hereinafter referred to as “The Regulations”). The determining items of the internal control system of the Regulations are the procedure of management control, dividing the system into five factors: 1. Control environment, 2. Risk evaluation, 3. Control operation, 4. Information and communication and 5. Monitoring operation. Each factor includes several items. The aforementioned items are explained in the rules of The Regulations.
4. The Company already adopts the above internal control system determining items to evaluate internal control system design and execution effectiveness.
5. Based on the previous evaluation results, the Company regards the internal control system of December 31st, 2024 (including monitoring and management of subsidiaries) including the accomplishments of goals and reports of the effect and efficiency of operations are reliable, timely, transparent and internal control system design and execution compliant with related regulation are effective and can reasonably ensure that the above goals can be reached.
6. The Statement will become the major content of the Company’s annual report and prospectus while is made public. The aforementioned public content, if bearing any falsehood or hiding any illegal matters, will carry legal responsibilities ruled by provisions under Article 20, 32, 171 and 174 of Securities and Exchange Act.
7. The Statement was passed by the Board of Directors meeting in February 27, 2025, with 9 attending directors all agreeing the content of the Statement.

Tripod Technology Corporation
Chairperson: Chiang-Chuang Wang
President: Le-Jen Huang

B. FSC requests the Company to appoint CPA to perform internal control system exceptional auditing report: N/A.

2.2.10 Major resolutions of shareholders’ meeting and board meeting for latest year and until publication date of annual report:

March 31, 2025

Name of Meeting	Date of Meeting	Important Proposal	Resolution and Execution
Shareholders' Meeting	Jun. 18, 2024	1. Proposal for 2023 review reports. 2. Proposal for 2023 earning distribution. 3. Proposal to Amend the Articles of Association. 4. To Elect the Company's 12th Term of Nine Directors (Including Three Independent Directors). 5. To Release the Newly Elected Directors from Non-Competition Restrictions.	1. Approved. 2. Distribute cash dividend of NT$7.50 per share to be issued in Aug. 14, 2024. 3. Approved and completed the registration of Amendment of Articles of Association according to the laws and regulations. The Company shall follow the revised Articles of Association. 4. Elected nine directors (including three independent directors) and completed the registration according to the laws and regulations. 5. Released upon a resolution passed by a majority of the votes in the shareholders' meeting.
Board Meeting	Feb. 29, 2024	1. 2023 employee and director compensation allotment status. 2. 2023 business and annual financial reports. 3. 2024 business plan. 4. Shareholders' meeting date, location and reason for 2024. 5. Company and affiliate loan status. 6. Company's derivatives trading status. 7. Plan to apply to bank for short-term credit limit in 2024. 8. To approve the 2023 Statement of Internal Control. 9. Proposal for managerial officers' change. 10. Proposal to change the CPAs from the first quarter of 2024 and evaluate the independence and suitability of CPAs according to the Corporate Governance Regulations.	1. Attending directors agreed and approved. 2. Attending directors agreed and approved. 3. Attending directors agreed and approved. 4. Attending directors agreed and approved. 5. Attending directors agreed and approved. 6. Attending directors agreed and approved. 7. Attending directors agreed and approved. 8. Attending directors agreed and approved. 9. Attending directors agreed and approved. 10. Attending directors agreed and approved.
Board Meeting	May 7, 2024	1. To approve the consolidated financial statement for the first quarter of 2024. 2. Proposal for 2023 earning distribution. 3. Company and affiliate loan status. 4. Company's derivatives trading status. 5. Plan to apply to bank for short-term credit limit in 2024. 6. Proposal for the donation to Tripod Care for Education Foundation.	1. Attending directors agreed and approved. 2. Attending directors agreed and approved. 3. Attending directors agreed and approved. 4. Attending directors agreed and approved. 5. Attending directors agreed and approved. 6. Except the directors have a conflict of interest avoided voting, the rest attending directors agreed and approved.

Name of Meeting	Date of Meeting	Important Proposal	Resolution and Execution
		7. The Company's issuance of compensation for directors and managers/employees for 2023. 8. To elect the Company's 12th term of nine directors (including three independent directors). 9. To release the newly elected directors from non-competition restrictions. 10. Acquisition of assets- proposal of ratification of the investment in the unsecured subordinated corporate bonds issued by Fubon life insurance Co., Ltd. 11. To approve the amendments to the Articles of Association. 12. To approve the updated item on the convening of the 2024 Annual Shareholders' Meeting.	7. Except the directors have a conflict of interest avoided voting, the rest attending directors agreed and approved. 8. Attending directors agreed and approved. 9. Attending directors agreed and approved. 10. Attending directors agreed and approved. 11. Attending directors agreed and approved. 12. Attending directors agreed and approved.
Board Meeting	Jun. 18, 2024	1. Proposal for the election of the Company's chairperson and vice chairperson.	1. Attending directors agreed and approved.
Board Meeting	Aug. 8, 2024	1. To approve the consolidated financial statement for the second quarter of 2024. 2. Company and affiliate loan status. 3. Company' s derivatives trading status. 4. Plan to apply to bank for short-term credit limit in 2024. 5. Proposal for appointment of members of the Company' s Compensation Committee. 6. Acquisition of assets- proposal of ratification of the investment in the unsecured subordinated corporate bonds issued by Fubon life insurance Co., Ltd. 7. Ratification of Acquisition of Assets- proposal of investment issued by Emerging Technologies Synergy. 8. Proposal on the disclosure of 2023 sustainability report.	1. Attending directors agreed and approved. 2. Attending directors agreed and approved. 3. Attending directors agreed and approved. 4. Attending directors agreed and approved. 5. Attending directors agreed and approved. 6. Attending directors agreed and approved. 7. Attending directors agreed and approved. 8. Attending directors agreed and approved.
Board Meeting	Nov. 7, 2024	1. To approve the consolidated financial statement for the third quarter of 2024. 2. Company and affiliate loan status. 3. Company's derivatives trading status. 4. Plan to apply to bank for credit limit in 2024. 5. To approve the amendments to the Rules of Procedures for Board of Directors Meetings. 6. To approve the amendments to the Audit Committee Charter. 7. To approve the amendments to the relevant regulations of corporate governance. 8. To approve the amendments to the Company's Regulations Governing Internal Control Systems and Internal Audit. 9. Proposal of 2025 annual audit plan.	1. Attending directors agreed and approved. 2. Attending directors agreed and approved. 3. Attending directors agreed and approved. 4. Attending directors agreed and approved. 5. Attending directors agreed and approved. 6. Attending directors agreed and approved. 7. Attending directors agreed and approved. 8. Attending directors agreed and approved. 9. Attending directors agreed and approved.

Name of Meeting	Date of Meeting	Important Proposal	Resolution and Execution
Board Meeting	Feb. 27, 2025	1. 2024 employee and director compensation allotment status. 2. 2024 business reports, annual financial reports and earning distribution. 3. 2025 business plan. 4. Shareholders' meeting date, location and reason for 2025. 5. Company and affiliate loan status. 6. Company's endorsement and guarantee items. 7. Company's derivatives trading status. 8. Plan to apply to bank for credit limit in 2025. 9. To approve the 2024 Statement of Internal Control. 10. To approve the amendments to the Articles of Association. 11. To report the range of the Company's non-executive employees. 12. Proposal to evaluate the independence and suitability of CPAs according to the Corporate Governance Regulations.	1. Attending directors agreed and approved. 2. Attending directors agreed and approved. 3. Attending directors agreed and approved. 4. Attending directors agreed and approved. 5. Attending directors agreed and approved. 6. Attending directors agreed and approved. 7. Attending directors agreed and approved. 8. Attending directors agreed and approved. 9. Attending directors agreed and approved. 10. Attending directors agreed and approved. 11. Attending directors agreed and approved. 12. Attending directors agreed and approved.

2.2.11 Major content for director or supervisor having different opinions from major proposals passed by board meetings while having record or written statement for latest year and until publication date of annual report: None.

2.3 Information of CPA Fees

2.3.1 Table on the range of charge of the certifying accountant:

Unit: NT$ Thousands

Name of accounting firm	Name of CPA	Audit period	Audit fee	Non-audit fee	Total	Note
Deloitte	Chung-Chen Chen Sheng-Tai Liang	Jan. 1 to Dec. 31, 2024	6,710	1,619	8,329	Non-audit fee were mainly for tax service fees and Business Registration fee.

2.3.2 Change accounting firm while new audit fee amount is less than before, specify amount and reason: N/A.

2.3.3 For audit fee reduced more than 10%, specify reduced amount, percentage and reason: N/A

2.4 Information of CPA Replacement

2.4.1 Previous CPA: N/A.

2.4.2 New CPA: N/A

2.4.3 Previous CPA's replied letter for Clause 1, 2-3 of Section 5, Article 10 of the Code: N/A.

2.5 Chairperson, President, Financial or Accounting Manager as Employee of CPA'S Firm or Affiliates for Recent Year

None.

2.6 Share Transfer and Change of Stock Right Pledge Status of Director, Supervisor and Manager of Over 10% of Shares of Latest Year and Until Publication Date of Annual Report

2.6.1 Share right change status for director, supervisor, manager and shareholder with over 10% of shares: The Company has already disclosed the related information at MOPS:

Share transfer: MOPS>Single Company>Shareholding Changes/Securities Issuance>Share Transfer Information Inquiry>Post-Transaction Declaration Form for Insider Shareholding Changes.

（Website：https://mops.twse.com.tw/mops/#/web/query6_1）

Change of Stock Right Pledge Status: MOPS>Single Company>Shareholding Changes/Securities Issuance>Pledge and Release of Pledge by Insiders>Announcement of Insider Share Pledge and Release of Pledge.

（Website：https://mopsov.twse.com.tw/mops/web/STAMAK03_1）

2.6.2 Information of share right transfer or share right pledge trading counterparty as related party: None.

2.7 Top Ten Shareholder as Related Party or Spouse, Relative within Second Degree Relationship Information

Relationship information for top ten shareholders:

Name		Share of Self		Shares of Spouse, Minor Children		Share in Others' Name		Name and Relationship for Top Ten Shareholder with Spouse, Relatives Within Second Degree as Related Party under Statement of Financial Accounting Standard 6		Note
		Share	Shareholding Percentage	Share	Shareholding Percentage	Share	Shareholding Percentage	Name	Relationship	
Anhe International Investment Co., Limited	Anhe International Investment Co., Limited	41,741,167	7.94%	None	None	None	None	None	None	-
	Representative: Ching-Kai Yang	110	0.00%	None	None	None	None	None	None	-
Yuanta Taiwan Dividend Plus ETF		26,193,997	4.98%	None	None	None	None	None	None	-
Fuh Hwa Taiwan Technology Dividend Highlight ETF		19,183,000	3.65%	None	None	None	None	None	None	-
Zhongan Investment Co., Ltd.	Zhongan Investment Co., Ltd.	15,754,566	3.00%	None	None	None	None	None	None	-
	Representative: Li-Ching Chao	0	0.00%	None	None	None	None	None	None	-
Yuanta Taiwan Value High Dividend ETF		15,579,000	2.96%	None	None	None	None	None	None	-
LGT Bank (Singapore) Ltd.		12,600,000	2.40%	None	None	None	None	None	None	-
United Taiwan High Dividend Recovery 30 ETF		12,054,000	2.29%	None	None	None	None	None	None	-
Tsao-Kuei Hsu		10,482,056	1.99%	None	None	None	None	None	None	-
Nan Shan Life Insurance Company, Ltd.	Nan Shan Life Insurance Company, Ltd.	9,187,000	1.75%	None	None	None	None	None	None	-
	Representative: Chung-Yao Yin	0	0.00%	None	None	None	None	None	None	-
Norges Bank		8,438,013	1.61%	None	None	None	None	None	None	-

2.8 Shares of Company, Director, Supervisor, Manager and Company's Directly or Indirectly Controlled Business on Invested Business and Calculation of Consolidated Shareholding Percentage

December 31, 2024 Unit: Share; %

Investment Business	Company Investment		Investment of Director, Supervisor, Manager and Directly or Indirectly Controlled Business		Consolidated Investment	
	Share	Shareholding Parentage	Share	Shareholding Parentage	Share	Shareholding Parentage
J & J Holding Co., Ltd.	128,396,297	100.00%	None	None	128,396,297	100.00%
Trison Technology Corporation	3,000,000	80.00%	None	None	3,000,000	80.00%
Tripod Nano Technology Corporation	12,500,000	100.00%	None	None	12,500,000	100.00%
Tripod Vietnam (Bienhoa) Electronic Company Limited	(Note)	100.00%	None	None	(Note)	100.00%
Tripod Vietnam (Chauduc) Electronic Company Limited	(Note)	100.00%	None	None	(Note)	100.00%

Note: It's a limited liability company and does not issue shares.

3. Fund Raising Status

3.1 Capital and Share

3.1.1 Capital Source

A. Capital Formation Process

Unit: NT$/Share

Month Year	Issue Price	Approved Capital		Paid-in Capital		Note		
		No. of Share	Amount	No. of Share	Amount	Capital Source	Share Contributed by Asset Other Than Cash	Others
Aug., 1992	10	4,536,000	45,360,000	4,536,000	45,360,000	Capital increase of NT$45.36 million by cash	None	Approved per Order Ref. No. (81) Commercial 117211 on Aug. 13, 1992
Aug., 1992	10	7,000,000	70,000,000	7,000,000	70,000,000	Capital increase of NT$24.64 million by cash	None	Approved per Order Ref. No. (82) Commercial 116082 on Aug. 30 , 1993
Nov., 1995	12	8,000,000	80,000,000	8,000,000	80,000,000	Capital increase of NT$10 million by cash	None	Approved per Order Ref. No. (84) Commercial 438866 on Nov. 3, 1995
Apr., 1996	10	10,000,000	100,000,000	10,000,000	100,000,000	Capital increase of NT$20 million by cash	None	Approved per Order Ref. No. (85) Commercial 005280 on Apr. 25, 1996
Jun., 1997	10	70,000,000	700,000,000	55,000,000	550,000,000	Capital increase of NT$450 million by cash	None	Approved per Order Ref. No. (86) Taiwan-Finance-Securities (I) 48596 on Jun. 20, 1997
Sept., 1997	10	70,000,000	700,000,000	70,000,000	700,000,000	Capital increase of NT$150 million by cash	None	Approved per Order Ref. No. (86) Taiwan-Finance-Securities (I) 72455 on Sep. 19, 1997
Jun., 1998	25	120,000,000	1,200,000,000	85,000,000	850,000,000	Capital increase of NT$150 million by cash	None	Approved per Order Ref. No. (87) Taiwan-Finance-Securities (I) 51357 on Jun. 11, 1998
Jun., 1998	-	120,000,000	1,200,000,000	90,000,000	900,000,000	Capital increase of NT$50 million by earning	None	Approved per Order Ref. No. (87) Taiwan-Finance-Securities (I) 51357 on Jun. 11, 1998
Sept., 2000	-	120,000,000	1,200,000,000	95,000,000	950,000,000	Capital increase of NT$50 million by earning and employee bonus	None	Approved per Order Ref. No. (89) Taiwan-Finance-Securities (I) 74751 on Sept. 5, 2000
Mar., 2001	27	120,000,000	1,200,000,000	113,500,000	1,135,000,000	Capital increase of NT$185 million by cash	None	Approved per Order Ref. No. (90) Taiwan-Finance-Securities (I) 112230 on Mar. 16, 2001 Approved per Order Ref. No. (90) Taiwan-Finance-Securities (I) 116315 on Mar. 27, 2001
Jul., 2001	-	250,000,000	2,500,000,000	138,200,000	1,382,000,000	Capital increase of NT$247 million by earning, employee bonus and additional paid-in capital	None	Approved per Order Ref. No. (90) Taiwan-Finance-Securities (I) 143698 on Jul. 6, 2001
Aug., 2002	-	250,000,000	2,500,000,000	167,958,000	1,679,580,000	Capital increase of NT$297.58 million by earning, employee bonus and additional paid-in capital	None	Approved per Order Ref. No. (91) Taiwan-Finance-Securities (I) 091014540 on Aug. 15, 2002
Jul., 2003	-	250,000,000	2,500,000,000	181,735,480	1,817,354,800	Capital increase of NT$137.748 million by earning, employee bonus and additional paid-in capital	None	Approved per Order Ref. No. (92) Taiwan-Finance-Securities (I) 0920129484 on Jul. 2, 2003
2003	24.03	250,000,000	2,500,000,000	211,633,225	2,116,332,250	Capital increase of NT$298.97745 million by ECB (Euro-Convertible Bond)	None	Approved per Order Ref. No. (90) Taiwan-Finance-Securities (I) 178702 on Jan. 25, 2002

Month Year	Issue Price	Approved Capital		Paid-in Capital		Note		
		No. of Share	Amount	No. of Share	Amount	Capital Source	Share Contributed by Asset Other Than Cash	Others
Jun., 2004	-	390,000,000	3,900,000,000	248,750,208	2,487,502,080	Capital increase of NT$371.16983 million by earning, employee bonus and additional paid-in capital	None	Approved per Order Ref. No. (93) Taiwan-Finance-Securities (I) 0930126255 on Jun. 14, 2004
2004	37.5	390,000,000	3,900,000,000	250,337,707	2,503,377,070	Capital increase of NT$15.87499 million by ECB	None	Approved per Order Ref. No. (92) Taiwan-Finance-Securities (I) 0920146251 on Nov. 4, 2003
2005	31.21	390,000,000	3,900,000,000	252,790,140	2,527,901,400	Capital increase of NT$24.52433 million by ECB	None	Approved per Order Ref. No. (92) Taiwan-Finance-Securities (I) 0920146251 on Nov. 4, 2003
Jun., 2005	-	390,000,000	3,900,000,000	307,936,900	3,079,369,000	Capital increase of NT$551.4676 million by earning, employee bonus and additional paid-in capital	None	Approved per Order Ref. No. Financial-Supervisory-Securities-I -0940122456 on Jun. 3, 2005
2005	25.2	390,000,000	3,900,000,000	323,460,985	3,234,609,850	Capital increase of NT$155.24085 million by ECB	None	Approved per Order Ref. No. (92) Taiwan-Finance-Securities (I) 0920146251 in Nov. 4, 2003
Aug., 2006		500,000,000	5,000,000,000	365,164,843	3,651,648,430	Capital increase of NT$417.03858 million by earning and employee bonus	None	Approved per Financial-Supervisory-Securities-I -0950126199 in Jun. 26, 2006
Nov., 2006	22.04	500,000,000	5,000,000,000	372,110,441	3,721,104,410	Capital increase of NT$69.45598 million by ECB	None	Approved per Order Ref. No. (92) Taiwan-Finance-Securities (I) 0920146251 in Nov. 4, 2003
Aug., 2007		600,000,000	6,000,000,000	429,700,221	4,297,002,210	Capital increase of NT$575.58978 million by earning and employee bonus	None	Approved per Financial-Supervisory-Securities-I -0960032563 in Jun. 27, 2007
Aug., 2008		600,000,000	6,000,000,000	462,685,822	4,626,858,220	Capital increase of NT$329.85601 million by earning, employee bonus additional paid-in capital	None	Approved per Financial-Supervisory-Securities-I -0970031963 in Jun. 26, 2008
Jul., 2009		600,000,000	6,000,000,000	473,518,827	4,735,188,270	Capital increase of NT$347.328801 million by earning, employee bonus and additional paid-in capital	None	Approved per Financial-Supervisory-Securities-I -0980031905 in Jun. 26, 2009
Jun., 2011		600,000,000	6,000,000,000	525,605,898	5,256,058,980	Capital increase of NT$520,870,710 by earning and additional paid-in capital	None	Approved per Financial-Supervisory-Securities-Corporate-1000030306 in Jun. 30, 2011

B. Issued share type

Unit: Share

Share Type	Approved Capital			Note
	Outstanding Share (Note)	Unissued Share	Total	
Common Share	525,605,898	74,394,102	600,000,000	Include retained subscription right certificate limit of 20,000,000 shares

Note: Public shares.

C. Overall reporting system information: N/A.

3.1.2 Major shareholder list: Name, share number and percentage for shareholders with over 5% or share percentage ranks top ten

March 31, 2025

Major Shareholder Name/Share	Number of Share	Shareholding Percentage
Anhe International Investment Co., Limited	41,741,167	7.94%
Yuanta Taiwan Dividend Plus ETF	26,193,997	4.98%
Fuh Hwa Taiwan Technology Dividend Highlight ETF	19,183,000	3.65%
Zhongan Investment Co., Ltd.	15,754,566	3.00%
Yuanta Taiwan Value High Dividend ETF	15,579,000	2.96%
LGT Bank (Singapore) Ltd.	12,600,000	2.40%
United Taiwan High Dividend Recovery 30 ETF	12,054,000	2.29%
Tsao-Kuei Hsu	10,482,056	1.99%
Nan Shan Life Insurance Company, Ltd.	9,187,000	1.75%
Norges Bank	8,438,013	1.61%

3.1.3 Company's dividend policy and execution status

A. Dividend policy

Dealing is made according to the provisions under Article 32-1, Articles of Association of the Company, the content is as follows:

If there are earnings left after annual review report, the Company will pay for the tax according to the law whereas 10% will be put allotted after offsetting accumulated losses as legal surplus reserve. However, for the legal surplus reserve meeting the Company' s paid-in capital, no such provision is necessary, with the rest to be legally made into provision or reversed as special surplus reserve; for any amount left, it will be combined with undistributed earnings to be offered by the chairperson in the undistributed proposal for shareholders' meeting to resolve in issuing bonus dividend.

The Company is on the rise during the corporate lifecycle. For future expansion, funding need and influences on the Company and shareholders of tax system, the Company's dividend policy is mainly based on the funding need of its future capital budget planning and the board meeting will compile earning distribution proposal for shareholders' meeting to resolve and distribute. However, the distribution of dividend should be put forward as cash dividend of no less than 10% among the dividend distributed for the year.

B. Dividend execution status

For 2024, the Company has decided to distribute shareholders' dividend as cash dividend of NT$10.30 per share after resolution of the board meeting; the Company's dividend policy considers the funding need of its future capital budget planning and bases on its dividend distribution on no less than 40% of annual earning. The five-year shareholders' dividend distribution status is as follows:

Unit: NT$

Item / Year	2020	2021	2022	2023	2024
Cash Dividend Per Share (A)	7.35	7.00	7.45	7.50	10.30
EPS (B)	11.65	11.15	11.80	11.53	15.95
Percentage (A/B)	63%	63%	63%	65%	65%

3.1.4 Influence of the proposal for stock grant of this round of shareholders' meeting on the Company's business performance and EPS

The proposed stock grant status of this round of shareholders' meeting is as specified in the 3.1.3 Company's dividend policy and execution status. For the influence of the proposal for stock grant of this round of shareholders' meeting on the Company's business performance and EPS, refer to the rules of "Regulations Governing the Publication of Financial Forecasts of Public Companies", the Company is not required to disclose its 2025 financial forecast information, therefore, this item is not applicable.

3.1.5 Employee and director compensation

A. Percentage or range of employee and director compensation recorded in Articles of Associations

According to the rules of the Company's Articles of Association regarding employee and director compensation:

If there are annual profits for the Company, it should allot no less than 3% as employee compensation for board of directors to decide to issue as shares or cash while the target of issuance should be subordinating employees meeting certain criteria; the Company may ask the board meeting to resolve to allot no more than 1% as director compensation of the above profit amount. The proposal to distribute employee and director compensation should be reported to the shareholders' meeting. When the Company still has accumulated losses, it should retain in advance an amount to offset the losses while allotting employee and director compensation according to the above percentages.

B. The basis for estimating allotment of employee and director compensation, calculating basis for the employee compensation shares when distribute by shares and dealing with the case by accounting rules if any discrepancy happens between the estimated and actual issuance amount,

(1) Employee and director compensation amount estimation basis: According to the percentage range ruled by Articles of Association, use the 5.82% and 0.48% of pre-tax profits of this year deducting distributing employee and director/supervisor compensation.

(2) Calculating basis of number of shares of employee compensation in share distribution: There was no share distribution for employee compensation this term.

(3) Accounting dealing for discrepancy between actual and estimated amount: The amount is the same.

C. Status of distributed compensation passed by the board

(1) Amount of employee and director compensation distributed by cash or shares: The Company received resolution from the board meeting in February 27, 2025 to distribute employee compensation of NT$ 587,931,314and director compensation of NT$ 48,300,000 by cash.

(2) Percentage of employee compensation amount distributed by shares versus the sum of net profits in unconsolidated or individual financial reports of this term and employee compensation amount: There was no employee compensation by shares this term.

D. Actual distribution status of employee, director and supervisor compensation of previous year (including distributed number of shares, amount and prices), any difference between the amount recognized for employee, director and supervisor compensation, specify the different amount, reason and dealing status:

Unit: NT$

Distributed Item	Actual Allotted Amount (A)	Recognize Expense Annual Estimated Amount	Amount of Difference (A-B)	Reason of Difference and Dealing Status
Director Compensation	48,300,000	48,300,000	0	None
Employee Compensation	587,931,314	587,931,314	0	

3.1.6 Buy-back of Company's shares: None.

3.2 Issuance of Shares, Corporate Bonds, Preferred Shares, Global Depository Receipts, and Employee Stock Warrants, New Restricted Employee Shares, Any Merger and Acquisition Activities (Including Mergers, Acquisitions, and Demergers)

3.2.1 Corporate bond proceeding status: None.

3.2.2 Preferred stock proceeding status: None.

3.2.3 Issue GDR proceeding status: None.

3.2.4 Employee stock warrants proceeding status: None.

3.2.5 Restricted stock awards: None.

3.2.6 Mergers or acquisitions or demergers proceeding status: None.

3.3 Execution Status of Fund Application Plan

N/A.

4. Business Overview

4.1 Business Content

4.1.1 Business content and percentage:

Business Content	Business Percentage
PCB	99.53%
Other	0.47%
Total	100.00%

4.1.2 New product development:

The planned new product, technology and manufacturing procedure items are as follows:

A. Product development:

a. Enterprise RDIMM，LRDIMM，NV-DIMM，LPCAMM2，SO-CAMM DDR5 / GDDR6 (with embedded resistor/ Cu coin / Cavity/ Heat pipe)
b. Enterprise SSD PCB mSATA/slim SATA/SAS2/SAS3/PCIe3/PCIe4/PCIe5/PCIe6
c. 12/16 Layers HDI (ELIC) design with 0.35/0.3mm BGA 之 PCB
d. High thermal dissipation: PCB Automotive Battery & charger
e. High current/Voltage PCB-DC-DC convertor: Automotive related: Bus bar / wirelaid / heavy copper
f. HPC / High end server / AI SERVER / Switch router / Base station/ Small cell PCB / OAM GPU
g. Semi-flex car board & Cavity Board PCB
h. Step Golden finger
i. Embedded PCB- Enterprise DDR5 Thin film resistor
   Automotive: thin film resistor/Ferrite inductor
j. High speed network PCB-optoelectronic transceiver: 100G/200G/400G/800G
k. Automotive & Industrial Radar-SRR /MRR /LRR
l. LiDAR product PCB
m. Mini-LED PCB
n. LEO (low Earth orbit) PCB
o. Metaverse VR/AR

B.Manufacturing procedure yield improvement and stability:

a. HDI(4~5 Layers blind hole、Smart phone) product manufacuring procedure stability enhancement and defact loss improvement
b. Insertion loss control with high frequency tranmission: simulation and measurement ability improvement
c. Product antenna control ability improvement
d. Backdrilling manufacuring procedure ability improvement
e. Copper plating for high aspect ratio and plugged via ability improvement
f. Fine Line L/S 30 /40um mass production and 30/30um development

C. New manufacturing procedure technology and equipment material introduction

a. Quick scan high-precision measuring equipment introduction

b. Hybrid material (PTFE + normal FR4) evaluation and introduction
c. Equipment and information automation; visualization management implementation (Industry 4.0)
d. Intelligent process tracking system implementation
e. Step Gold finger PCB technology implementation

D. Industry and academia co-development
a. Separation and recycling technology for PCB waste and development of derived products (I)
b. Development of micropowder separation and recycling technology for PCB waste and applications of derived products
c. Research and development of catalyst and process technology for green hydrogen energy
d. Chemical vapor deposition technology in functional and hydrophobic coating application

4.1.3 Industry overview:

A. Industry status and development:

According to IMF (International Monetary Fund) (2025/01) prediction, the global growth is projected at 3.3 percent in 2025 considering uncertain factors such as global geopolitical risk will affect the economic growth. Besides, the demand of AI server and relative high speed internet development are strong, Prismark (2024/11) predicts that 2024 global PCB growth to reach 5.5%.

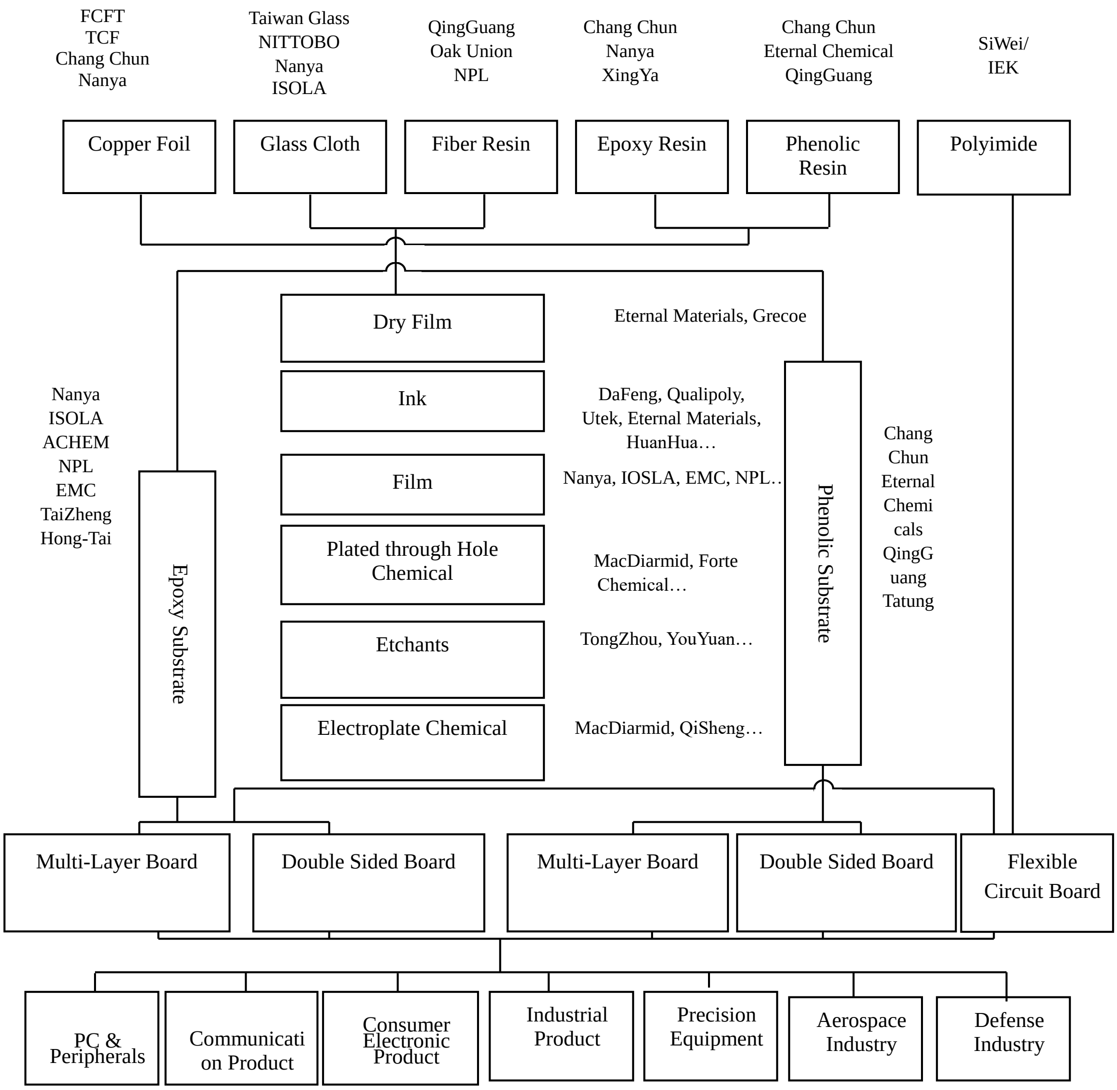
Industry applications are affected by the consumer demand. In 2025, the increasing demand of consumer electronic applications such as smart phone, automotive electronics and personal computer are expected. Meanwhile, the industry also expects the boosted demand for AI server, enterprise cloud, data center, internet communications, etc. Moreover, the strong AI application demand will continue while demand for high performance computing and cloud internet will persist. These will all bring the overall PCB industry production value to grow.

B. Connection between industry upstream, midstream and downstream:

The Company mainly produces PCB, which carries electronic component and connect to electronic circuit. Therefore, it is the basic material of electronic products. The PCB upstream is its material manufacturing industry; with major materials include substrate, copper foil, glass cloth, dry film, ink and chemical components.

Downstream industries cover information, communication, consumer electronic, semiconductor, industrial control equipment, car, medical equipment, aerospace industry and defense industry. The upstream materials are nearly all developed and made by domestic companies, ensuring a steady supply of material source. The downstream industries feature a variety of choices. Therefore, the industry upstream and downstream development is sound.

PCB Vertical Structure



Source: IEK

C. Product development trend

Common PCB classification method is by application field, mainly covering PC system, communication equipment, consumer electronic, car-use electronic product, industry-use/medical-use electronic and military-use/aerospace-use electronic; however, with developments of AI server, self-driving cars, new-generation network communication, cloud and artificial intelligence (AI), the future growth driving force of PCB industry has changed accordingly. With convenience of product usage, new material, new technology and new equipment continuously compelling industry growth, the key trends of industry developments according to TrendForce include:

1. Generative AI Leads the Way: Humanoid and Service Robots Receive Major Upgrades
2. Market Standardization Driven by Technological Advancements: AI Notebook Penetration to Reach 21.7%
3. AI Server Shipments to Grow Over 28%, with HBM 12hi Yield Improvement in Focus
4. Advanced Processes and AI Drive Semiconductor Innovation and Strong Growth in CoWoS Demand
5. AI as a Double-Edged Sword: Enhanced Cybersecurity Defense and Threat Detection to Counter Complex Attacks
6. AMOLED Expands into Medium-Sized Applications, Boosting Notebook Market Penetration to 3%
7. Vision Pro Transforms VR/MR from Entertainment to Productivity Tool; LEDoS Near-Eye Display Sets Milestones for AR Weight and Visual Experience
8. Miniaturization and Low-Cost Production of CubeSats Drive Global Communication and IoT Revolution
9. Modular End-to-End Model Production and Level 4 Robotaxi Commercialization Accelerate
10. EVs and AI Data Centers Drive Battery and Energy Storage Innovations

In the future when service applications rapidly converge, smart applications will see diverse developments while it will no longer suffice to stimulate consumption with hardware upgrade. The development trends will shift to the software/hardware connection of application service experience to enrich the value of smart hardware in crossover application; therefore, the industry does not merely pursue after product hardware specification upgrade, but will migrate toward innovative technology and application integration developments; with the industrial developments, the development focuses of PCB will march toward the following trends:

(1) Along with the developments of 5G、B5G and 6G trends, the design of PCB shall consider the high-frequency antenna and high-speed transmission wire design to control the products performance of PCB SI (Signal Integrity), PI (Power Integrity), EMI (Electromagnetic Interference) and RF (Radio Frequency) characteristics clearly; including considerations such as Dielectric Constant (Dk), Loss Tangent (Df) and Passive Intermodulation (PIM)

adoption, antenna pattern, signal circuit forming ability, characteristic impedance value control, signal loss and S-Parameter…etc.

(2) The design of electronic devices improves the performance while becomes smaller over time. Such as the appearance design of smart portable electronic devices with more powerful functions and higher integration density becomes thinner and smaller. Meanwhile, the balance in design shall be considered between the fine line and the material level. The high-density interconnectivity will move toward an ultimate perfection. In addition, higher requirements will be made for the registration accuracy, smoothness of the board as well as the coplanarity of pad whereas relative to the CTE characteristics of material with more stricter.

(3) In developing the high-frequency and high-speed internet environment that drives the high-density and multi-layer boards for high-end HPC, AI server, switch router, data center, storage and back panel to feature more and more layers with stricter requirements for board thickness and registration accuracy. Also, with requirements of Intel OAK stream and AMD Venice, the use of board materials, backdrill application, HDI (High Density Interconnect) design matching, circuit forming ability of thick copper, VIPPO (Via in Pad plated over), and reliance will all be the points of the PCB workmanship.

(4) New energy electric vehicle brings demands such as high voltage charging, high-current carrying capacity and heat dissipation…etc., bringing application and development of thick copper, heat-dissipation material, copper-aluminum substrate and related heat-dissipation technologies. Under the requirements of product functions and operational efficiency, high pressure resistance, the heat-dissipation, PI and low lost are among the major concerns.

(5) The research of low-loss materials and controlling of antenna pattern for high-frequency and high-speed related products among base station, radar and various sensing products will be the points of the PCB workmanship and the key to victory or defeat. As a millimeter miss is as good as a thousand miles. The antenna of the next generation radar will be integrated in circuit chips, the PCB will be produced by a single material with HDI design. The accurate SLOT machining will be the key of PCB workmanship.

(6) With the high-frequency and high-speed products, multi-function, minitype, and high-density integration will be the development trends of electronic products. This will push PCB requirements to migrate toward multi-layer high-density, high integration, encapsulation and refinement. Therefore, HDI、HLC (High Layer Count), flexible, rigid-flex, semi-flex, cavity, thermal, embedded, RF and IC substrate (BGA; Ball Grid Array, CSP (Chip Scale Package)…etc., will be the major direction of PCB workmanship developments.

D. Competition status

The global economic trading development continues supported by the policies from the major economic bodies, uncertainties still exist in customer, product, application technology even overall industry environment and development outlook. Meanwhile, PCB requires stricter ability in high-frequency and anti-interference to meet the future demand of high-precision specifications of electronic products. With the stricter requirement of application environment, PCB precision and reliability requirements are higher and specifications of production equipment and prices dramatically rise. This will directly influence the costs of each company's business capital and production technology. The industry competition pressure will continue to increase.

Since PCB companies still offer highly-similar products while continuous expansion of capacity brings price competition; there is nearly no profit left. In addition, the changes in environmental regulations, industry and tax policy as well as labor conditions also create impacts on PCB makers' business; the geopolitical uncertainty creates economic dramatic fluctuations while the business environment continues to remain difficult. Besides speeding up upgrading technology and production/sales deployment, the control over production and business capital is more essential. Currently, economic business cycle remains uncertain. One can only continue to strengthen corporate operational efficiency while developing niche products and market to improve competitiveness.

4.1.4 Technology and R&D status

A. R&D expenses for latest two years

Unit: NT$ Thousands

Year	Amount	Percentage of Annual Revenues
2024	281,635	0.43%
2023	249,774	0.42%

B. R&D results of latest two years

(1) Product developments:

a. Enterprise RDIMM，LRDIMM，NV-DIMM DDR5/DDR6 developments。
b. HLC+HDI Serve Products
c. Advanced rigid/flex board development-enterprise SSD, TFT, automotive
d. High thermal dissipation PCB development-automotive heavy copper
e. High current / voltage PCB-DC-DC convertor
f. High-end server/switch/base station/small cell PCB development
g. LiDAR product development

(2) Manufacturing procedure yield improvement and stability:

a. High frequency transmission product insertion loss control/measuring ability improvement
b. Fine Line L/S 40/40um volume production introduction and 30/30um development
c. Laser alignment ability improvement (+/- 37.5um --> +/-25um)

d. Molding dimension manufacturing procedure ability improvement (+/-0.075um--> +/-0.05 mm)

(3) New manufacturing procedure technology and equipment material introduction:

a. MSAP manufacturing procedure and equipment evaluation

b. High aspect ratio solution evaluation and introduction

c. High voltage allowance material evaluation and introduction

(4) Industry/Academia co-development

a. 5G high frequency/high speed material evaluation cooperation and introduction

b. Self-driving technical development cooperation between industry and academia

4.1.5 Long, short-term business development plans

A. Short-term plans

(1) Marketing strategies

a. Continue to explore major international players, diverse emerging application products and niche product market orders while establishing a stable cooperation relationship

b. Employ management information system to ensure the product production is flexible and delivery date is precise to improve overall benefits

c. Establish technical ability position, develop high added-value products, enlarge market differentiation against peers, increase competitiveness

d. Realize customer service system, improve service quality and customer reliance

(2) Production policies

a. Through data analytics for intelligent production to effective and rapid order distribution to reach the optimal model of business benefits

b. Employ automation machinery equipment, continue to improve manufacuring flow and introduce the latest production technology to improve product quality, lower costs and improve yields

c. Continue to invest in new equipment and develop new technology, cultivate self-improving and maintenance abilities while strengthening production flexibility and stable quality, keep delivery date precise

d. Strictly control material and product inventory risks, demand for production flow and production discipline to ensure the product quality is fair, lower production wastes

(3) Product development directions

a. Increase high-end product percentage and product application field while improving new-generation product production technology and capacity

b. Respond to the market trend of product diversity, flexibly adjust product mix

c. Develop high-reliability manufacturing procedure, meet demand of product develop trend of high frequency and high speed.

d. Control development rend of cycle economy product application

(4) Business scale and financial cooperation

a. Amid variable economic cycle, adopt the most active countermeasure in broadening sources of income and reducing expenses

b. Carefully evaluate and execute factory expansion and establishment plans
c. Ensure a healthy business organization, strenghthen professional educational training, realize talent cultivation, effectively control personnel turnover to respond to the business model of multiple factories and business bodies
d. Amid the external severe economic environment, offer timely countermeasures and solutions

B. Long-term plans

(1) Marketing strategies

a. Control market demand and industry development trend, all-around expansion of product market, inrcease product supply, reach capacity risk sharing, assist customers to transfer risks, create differentiation value
b. Continue to develop new product markets, enlarge customer source and sales value, further offer customers total solution service strategy

(2) Production policies

a. With market demand and economic cycle, timely control production structure to optimize capacity and efficiency of producton equipment
b. Continue to build precision automation machinery equipment, migrate to development of high added-value products
c. Based on the intelligent transformation as the core strategy to build the data-driven smart factories.
d. Effectively improve production scale, lower product costs, strenghthen corporate competitiveness

(3) Product development directions

a. Continue to develop products of high-level performance and technology to respond to variable product development trend
b. Cooperate with customer product development and strenghthen manufaturing procedure and R&D ability to respond to the trend of shortened product lifecycle and enlarged differentiation degree

(4) Business scale and financial cooperation

a. Uphold the concept of corporate sustainable operations, cater to industry development, business development and customer demand, actively and effectively plan the capacity scale
b. Ensure the Company continues to grow, effectively plan the Company's financial structure to grow in steady operations.

4.2 Market, Production and Sales Overview

4.2.1 Market analysis

A. Major product and market:

The Company's major product is double-sided, multi-layer PCBs to domestic and Asia, the Americas and Europe.

B. Product market share

According to Prismark, the global PCB market value in 2024 was US$73.3 billion whereas the Company's consolidated revenues were US$2.0 billion, about 2.73% of the global market.

C. Future market supply/demand status and growth:

Global PCB Market Scale

Unit: US$M

Item	Y2022	Y2023	Y2024(F)	Y2028(F)
Global	81,740	69,517	73,346	90,413
Y/Y	-	(15.0 %)	5.5%	5.4% ('23~'28CAAGR)

Source: Prismark (2024/11)

According to Prismark projection, with the slow recovering growth of overall electronic industry, the market is boosted by product demand for AI server, HPC, military and space applications . In 2024, the growth rate of global PCB market is expected to be 5.5%, with CAGR (Compound annual growth rate) of 5.4% during 2023 to 2028. The global market size of PCB industry will reach US$ 90.4 billion in 2028.

D. Expected sales volume and source of calculation:

The Company mainly produces PCBs. With the current production location capacity, the expected sales capacity target for this year is around 73,000 thousand square feet.

E. Competitive niche and advantages disadvantages of development prospect:

(1) Competitive niche

a. Actively develop high added-value product market and continue to improve production manufacturing technology to strenghthen product differentiation against peers.
b. Focus on core business manufacturing, develop a diverse end-user product market, diversify business risks.
c. Organizational structure is sound, management team's business concept is honest, carefully plan for corporate development, avoid blindly expanding capacity, helping Company to maintain steady growth amid fierce competition.
d. Maintain product quality, precise delivery date and reasonable prices, partners are mostly famous companies domestically and abroad, obtain downstream customer approval, continue to establish business relationship with world-class customers.
e. Base on years of production experience, apply computer information system to integrate management demand of complicated and variable industry to reach precise delivery date, improved quality and efficient cost control.
f. Stable financial and profit status to keep investing in capacity expansion and high-end innovative technologyFocus on core business manufacturing, develop a diverse end-user product market, diversify business risks.

(2) Advantages, disadvantages of development vision and countermeasures

a. Advantages

(a) PCB market scale is still large wile new product demand still brings certain degree of growth.
(b) Strong international marketing ability helps to obtain a steady order for major international companies.

(c) Continue to strenghthen manufacturing technology and R&D ability, control the growth demand of niche product market; this helps to expand global market share.
(d) Diverse product production & sales business model helps to deal with uncertainties of global economic developments.
(e) Computerized management, disciplinary production, fair control of operation and costs.
(f) Healthy finance, relative low customer business risks.

b. Disadvantages and countermeasures

(a) Shortage of manpower supply, rising labor costs
Countermeasures:
1. Increase degree of automation for equipment, improve manufacturing procedure, reduce manpower reliance.
2. Actively promote educational training, improve manpower production quality.

(b) Belong to industry with pollution possibilities, higher environmental-protection costs
Countermeasures:
1. Full-time personnel management, focus on equipment maintenance.
2. Promote all-factory manufacturing procedure waste reduction and recylcing operation, use pollution free or low pollution material.
3. Sign contract to appoint certified professional environmental-protection companies to deal with pollutive wastes.
4. Realize executing green product regulations and circular economy application.

(c) Industry group production, peer competition is fierce
Countermeasures:
1. Strenghthen operational management, reduce costs, improve yields, lower production costs.
2. Strenghthen high-end production technology, increase sales of high added-value products.
3. Control market trends, explore diverse international-standard products, obtain long-term stable orders.
4. Effective order distribution to reach the most cost-efficient business model.
5. Stay up to date of competitors' development status to timely adjust business strategies.

(d) Global political and economic status is variable, financial status changes influence business and profitability
Countermeasures:
1. Immediate control over exchange rate trend information.
2. Use hedge financial commodities to lower unfavorable risks of exchange rate fluctuations.
3. Track customers' business status, strenghthen cerdit control.

(e) Economic and trading policy as well as trade conflict impact business efficiency

Countermeasures:

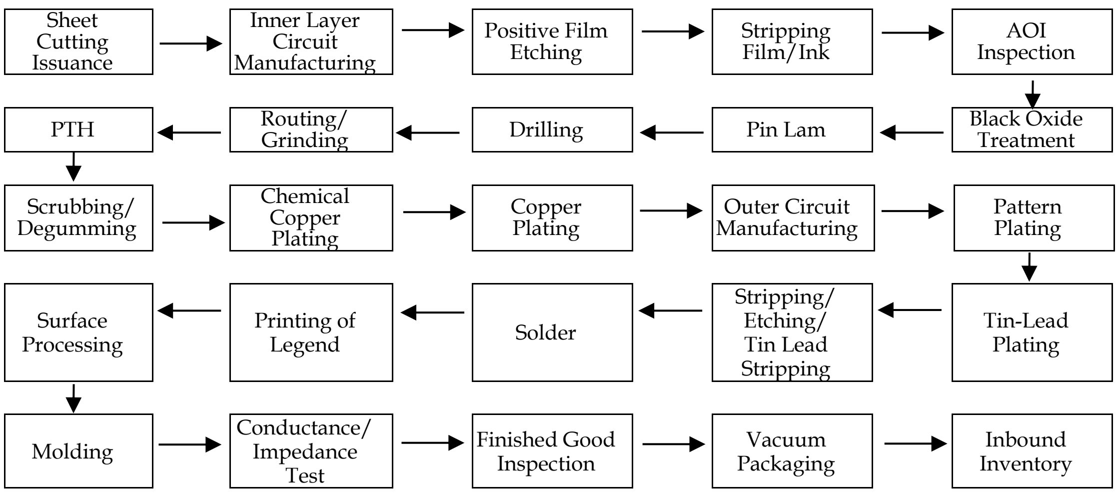
1. Continue to strenghthen production base intergration and expansion to maintain business flexibility.
2. Increase degree of automation for equipment, reduce manpower reliance, speed up technical upgrade.
3. Strenghthen business control to improve competitiveness and maintain stable growth.

4.2.2 Major product application and production/manufacturing procedure

A. Major product application

Product	Major Application
PCB	Information products such as PC and peripherals, communication products, industry equipment, consumer electronic products, car-use boards, etc.
Others	PCB manufacturing and semiconductor testing production equipment, POS, etc.

B. Production manufacturing process-Major PCB manufacturing flow



4.2.3 Major material supply status:

The Company's major materials for each product include chemical materials such as substrate, resin, copper foil, gold salt, dry film, phosphorus copper ball and ink. They are not special materials, so can be easily obtained via perfect competition market. The purchase source decision is mainly based on quality and costs. Since the Company has fair credit in the industry and has favorable relationship with major suppliers; therefore, major material supply and prices can be dynamically stable in the future.

4.2.4 Major suppliers and customers of latest two years

A. Major suppliers of latest two years

Unit: NT$ Thousands

Item	2023				2024			
	Name	Amount	Annual Net Purchase Amount (%)	Relation-ship with Issuer	Name	Amount	Annual Net Purchase Amount (%)	Relation-ship with Issuer
1	A	3,541,382	14.40	None	A	4,735,563	15.00	None
	Others	21,047,816	85.60	None	Others	26,841,192	85.00	None
	Net Purchase Amount	24,589,198	100.00	None	Net Purchase Amount	31,576,755	100.00	None

The Company mainly purchases materials such as substrate, resin, copper foil and gold salt.

B. Major customers of latest two years

Unit: NT$ Thousands

Item	2023				2024			
	Name	Amount	Annual Net Purchase Amount (%)	Relation-ship with Issuer	Name	Amount	Annual Net Purchase Amount (%)	Relation-ship with Issuer
1	Others	58,862,104	100.00	None	A	6,792,331	10.32	None
	-	-	-	-	Others	59,011,276	89.68	None
	Net Sales Amount	58,862,104	100.00	None	Net Sales Amount	65,803,607	100.00	None

The Company mainly sells PCBs. In 2024, the product applications of the main customers attributing to over 10% of net sales amount were mainly information & communications technology and consumer electronics ect. The reason of increase or decrease in customer's variation was mainly follow the fluctuation of the market demand.

4.3 Employee

4.3.1 Employees information for latest two years and until the publication date of annual report

March 31, 2025

Year		2023	2024	As of March 31, 2025
Number of Employees	Operation Management Personnel	338	341	347
	Operation Supporting Personnel	1,934	1,948	1,903
	Operation Manufacturing Procedure Personnel	16,938	18,671	21,699
	Operation Technical Personnel	3,313	3,570	3,698
	Total	22,523	24,530	27,647
Average Age		37.96	37.96	37.83
Average Seniority		9.16	8.96	8.68
Education Distribution (%)	Doctor	0.01	0.01	0.01
	Master	0.51	0.49	0.48
	Bachelor	23.26	21.96	22.04
	High School	33.90	35.11	35.17
	Under High School	42.32	42.43	42.29

4.4 Environmental Protection Expense Information

4.4.1 Losses caused by polluting the environment:

4.4.2 There were no significant losses or punishments due to polluting the environment in 2024 for the Company.

4.4.3 Potential expenses due to current and future countermeasures against polluting the environment:

The Company have always realized environmental protection is “social duty and corporate conscience”, from the start of factory establishment, we have invested significant manpower, capital expansion and maintain pollution-preventing equipment while assigning environmental engineering technicians and professional environmental engineering companies to launch overall planning and construction for various pollution-prevention construction; not only have we reached the standard set by the government, but actively seek more efficient measures to improve environmental pollution to upgrade factory work environment for employees to work in a safe and clean environment.

To increase energy utilization benefits while accelerating replacement of old production equipment with new ones, the Company replaced with new-type energy-efficient variable frequency air compressor and integrate air-conditioning electricity of factories while realizing energy management and execute energy-preservation projects to reduce unnecessary wastes, effectively lowering overall electricity consumption; also, for more complete pollution-prevention measures, we are equipped with new automation equipment and continue to expand various related pollution-prevention equipment and necessary prevention measures while realizing various environmental-protection regulations and effectively control environmental standard; we continue to proceed with energy-preservation and emission reduction projects while following ISO 14064-1 and kicking off greenhouse gas check whereas developing natural gas channel instead of the usage of diesel which has decreased carbon dioxide emission volume effectively while changing the fuel of boilers. While introducing ISO 50001 to launch energy management and energy-preservation engineering improvement as well as equipment efficiency improvement; In addition, the Company built the energy monitor system while the chiller and the air compressors are comply with the energy efficiency standards from the Ministry of Economic Affairs in Pingzhen site in order to reach 1% decrease on the GHG emission per year as the goal. The Company’s goal for 2024 was to coordinate pollution control equipment with off-peak production schedules, enabling synchronized start-stop operations to optimize electricity usage. This initiative saved approximately 133,200 kWh of electricity annually and reduced CO_2e emissions by about 64.4 tonnes in Pingzhen site. We have effectively reduced electricity expenses; via overall systematical improvement and cooperation, we not only effectively reach waste reduction goals and lower processing costs, but fully utilizes resources.

With current environmental protection regulations become stricter, the Company also actively cooperates with government polices to improve ourselves to ensure various pollutants meet national standards.

4.5 Labor Relations

4.5.1 Various employee welfare measures, advanced studies, educational trainings, retirement system and implementation status:

A. Various employee welfare measures

Demand of each employee is our most treasured reflection, creating a healthy and happy work environment is also our continued stance. Therefore, we listen with our heart, striving to provide software/hardware equipment and activities for employee’ s body, clothing, housing, transportation, education and entertainment.

Provide a complete welfare system for employees to more heartily work, including:

- Establish welfare committee, actively promoting various employee welfare plans including employee travel subsidy, cash gifts (such as festive, birthday, wedding and maternity), condolence and consolation payment (such as employee who suffers from serious illness, incurs other major incidents or funeral subsidies), children’ s educational assistance plan…etc.; set up library for various magazine and publication borrowing; set up restaurant and sign contract with appointed stores, supply healthy and balanced food/beverage and high-quality and inexpensive goods; irregularly hold various employee fun fair
- Legally provide various labor and health insurance to protect the work safety of employees
- Sign contracts with nearby certified child care centers for nursery measures
- Implement occupational safety and hygiene office, medical clinic and nursery room, launch occupational safety and fire trainings, health check, health promotion activities, etc., introduce ISO 14001 environmental management system and ISO 45001 occupational health and safety management system, striving to maintain a healthy and safe working environment.
- Offer employee compensation system for sharing corporate profits with employees.

B. Advanced studies and educational trainings

Talent cultivation is the key to corporate sustainable operations. Therefore, the Company continuously advances employees’ professional knowledge and skills by promoting educational training concept and long-term development needs, cultivating their problem-shooting abilities, strengthening corporate business constitution.

The Company systematically launches a series of technical, professional and management training courses for employees of various job competencies. In addition, we actively cultivate internal coaches to pass on professional skills and experiences, integrate external good-quality training courses, encourage employees to continue study, educate employee how to cross a culture, economy, society and gender identity disorder work environment in order to become an efficient and creative team player with various methods as to improve the quality of employee and the whole competitiveness of the Company.

C. Retirement system

Compile "Employee Retirement Management Enforcement Rules" according to Labor Standards Act, establish Labor Retirement Reserve Fund Audit Committee; according to the "Labor Pension Act", the Company already pays for 2% of total salary amount each month as retirement reserve fund to be deposited into the account of the Committee under the Central Trust of China for the Committee to manage.

In Jul., 1, 2005, the "new "Labor Pension Act kicked off. Employees using the new version and those joined the Company after the implementation of the new version adopt the defined contribution plan; the Company allots 6% of salary into personal labor pension account each month; employees can choose to allot an additional 0-6% of salary to the account; at legal retirement age, they can apply to withdraw monthly or one-time pension from related institutions.

4.5.2 Agreement between labor and management and status of maintenance measures of various employee rights:

By various methods such as e-mailing through all sites, bulletin board, uploading to BPM (Business Process Management) system and departmental meeting…etc., to deliver and promote internal policies immediately to employees; regularly convene meetings with departments, employment symposiums, labour meetings via an open, two-way communication, listen to employees' opinions and suggestions on the Company in order to improve the harmonious development of labour relations; strictly prohibit sexual harassment, set up appealing mailbox and line for employees, prevent unlawful attack and sexual harassment matters from happening with full force; set up Unlawful Attack Harm Appealing Audit Committee in compliance with the law; after receiving appealing cases, the HR unit is responsible to investigate, convene related gender-equality evaluation meeting to discuss and resolve and hand over to Reward and Disciplinary Committee to make dealings according to working rules or related regulations. The Company's Pingzhen site has established a Welfare Committee, while both the Wuxi, Hubei and Vietnam sites established labor unions. The Company also provides diverse and two-way communication channels to ensure that employee feedback can be fully expressed. As of the publication date of this annual report, only the labor union at the Vietnam site, in accordance with local legal requirements, has initiated negotiations for a collective agreement, which is currently under revision. No collective agreements have been signed at the other sites.

4.5.3 Losses due to labor disputes, current and future potential amount and countermeasures for latest year and until the publication date of annual report:

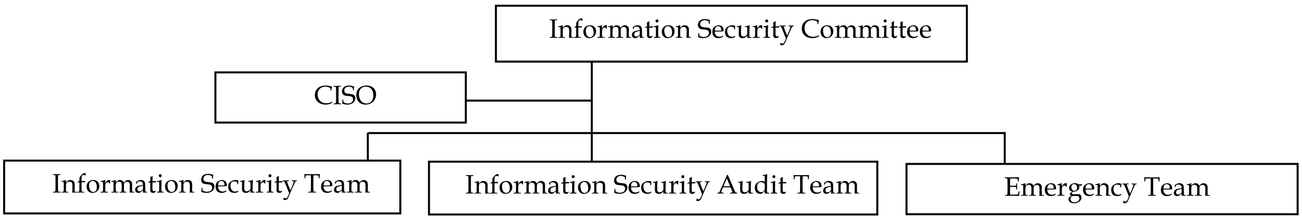
Strictly prohibit any discrimination, unequal treatment and sexual harassment behaviors in work environment; compile related management regulations and appealing channel; launch open and double-direction communication method for any policy propaganda and employee opinions so that labor relations can be harmonious; offer diverse appealing channels, assisting employees to solve any discontent, dissent and damaged rights due to work; set up appealing channels such as employee mailbox, audit office and labor/management meeting, investigate and evidence collection regarding the appealing content; if any appeals, reports and proposals prove to be valid, related units and responsible personnel immediately handle and improve with the case to create a fair, just, open and reasonable occupational environment. Until now, labor relations are harmonious, there have been no labor dispute matters causing losses.

4.6 Information Safety Management

4.6.1 Information safety

With the development trends of technology, the information security risks faced by the enterprise is rising. To cope with such trend changes, the Company sets up Information Security Committee in June, 2017 to promote information security management and boost information security management ability; the committee is responsible to compile information security policy and guideline, audit information security management matters while appointing a IT manager and two IT engineers and established the IT department in Sept. 2022. A Chief of Information Security Officer (CISO) was appointed in February, 2023 to handle promoting and maintaining information security system operations, oversee the Company’s information security management, coordinate the development, implementation and enforcement of information security policies, conduct risk management, monitor and report incidents, implement response and follow-up measures, ensure audits, regularly review and update cybersecurity policies to minimize security risks in order to construct all-around information security prevention ability, increasing employees’ fair information security awareness. The committee regularly reports to the Company’s management team about the status of information security management.

(1) Information Security Management Structure



Information Security Committee members: Management representative (President), CISO (information division executive) and executives of division-level units

(2) Information security policy

To protect the Company's information from violation of various threats, ensure business continuity, minimize business risks, maximize investment returns and business opportunities, the Company compiles information security management guidelines:

- Continue to improve information security ability
- Effectively protect customer confidential information

(3) Management project and resource devotion

The Company compiles complete information security management regulations, concrete information security management procedure, via regular information security risk evaluation, performance measurement, internal/external audit to continue improve information security ability while passing ISO 27001:2013 information security management system certificate (It's implemented in 2017, and the certificate has been regularly updated since). The certificate of Wuxi site is valid from Sept. 20, 2023 to Oct. 31, 2025. The certificate of Hubei site is valid from Dec. 25, 2022 to Oct. 31, 2025. Meanwhile, Wuxi site obtains the certificate of Trusted Information Security Assessment Exchange (TISAX) on Sept. 11, 2023 which is valid until Apr. 2, 2026. Besides, the Company joins the Taiwan Computer Emergency Response Team (TWCERT) in July, 2023 in order to receive cyber security information while improving the response time and performance. Also, the Company revised six IT regulations, continued to add information security investment and cultivate information security talents, boosting professional competency with expanding talent scale while asking all personnel to participate in information security trainings to improve awareness of information security. There were 99,249 hours of training courses were provided in 2024 to a total of 98,206 participants. Information security promotion will be provided every two week, internal vulnerability scan and phishing tests will be held every quarter, external vulnerability scan will be held every year. The IT department arranges IT management meeting to report the IT issues tracking and follow up.

4.6.2 Anticipated possible loss, impact and improvement status due to the cyberattack until the publication date of annual report: None.

4.7 Major Agreement

None.

5. Financial Status, Performance Analysis and Risk Items

5.1 Financial Status

5.1.1 Consolidated financial status

Unit: NT$ Thousands

Item \ Year	2024	2023	Difference	
			Amount	%
Current Assets	60,230,911	49,428,909	10,802,002	21.85
Non-Current Assets	27,332,890	26,915,448	417,442	1.55
Total Assets	87,563,801	76,344,357	11,219,444	14.70
Current Liabilities	32,397,242	28,282,775	4,114,467	14.55
Non-Current Liabilities	4,862,465	4,509,039	353,426	7.84
Total Liabilities	37,259,707	32,791,814	4,467,893	13.63
Capital	5,256,059	5,256,059	-	-
Additional Paid-in Capital	335,412	335,277	135	0.04
Retained Earnings	45,389,760	40,941,406	4,448,354	10.87
Other Equity	(685,184)	(2,988,030)	2,302,846	(77.07)
Non-Controlling Equity	8,047	7,831	216	2.76
Total Shareholders' Equity Amount	50,304,094	43,552,543	6,751,551	15.50

Description:
Perform analysis for varied percentage of over 20% for latest two years while the varied amount reach NT$10 million:
1. Increased current assets: mainly due to increased cash and cash equivalents.
2. Increased other equity: mainly due to exchange rate fluctuations result in gains and loss on the exchange differences resulting from translating the financial statements in foreign operations.

5.1.2 Unconsolidated financial status

Unit: NT$ Thousands

Item \ Year	2024	2023	Difference	
			Amount	%
Current Assets	6,174,189	6,416,232	(242,043)	(3.77)
Non-Current Assets	64,780,756	57,149,440	7,631,316	13.35
Total Assets	70,954,945	63,565,672	7,389,273	11.62
Current Liabilities	15,996,960	15,729,431	267,529	1.70
Non-Current Liabilities	4,661,938	4,291,529	370,409	8.63
Total Liabilities	20,658,898	20,020,960	637,938	3.19
Capital	5,256,059	5,256,059	-	-
Additional Paid-in Capital	335,412	335,277	135	0.04
Retained Earnings	45,389,760	40,941,406	4,448,354	10.87
Other Equity	(685,184)	(2,988,030)	2,302,846	(77.07)
Non-Controlling Equity	50,296,047	43,544,712	6,751,335	15.50

Description:
Perform analysis for varied percentage of over 20% for latest two years while the varied amount reach NT$10 million:
1. Increased other equity: mainly due to exchange rate fluctuations result in gains and loss on the exchange differences resulting from translating the financial statements in foreign operations.

5.2 Financial Performance

5.2.1 Consolidated financial comparative analysis

Unit: NT$ Thousands

Item / Year	2024	2023	Amount of Increase (Decrease)	Varied Percentage %
Operating Revenues	65,803,607	58,862,104	6,941,503	11.79
Operating Costs	50,516,077	47,475,521	3,040,556	6.40
Operating Gross Profits	15,287,530	11,386,583	3,900,947	34.26
Operating Expenses	5,416,456	4,762,777	653,679	13.72
Other Profits and Losses	(140,081)	-	(140,081)	-
Operating Profits	9,730,993	6,623,806	3,107,187	46.91
Non-Operating Revenues and Expenses	1,265,496	1,453,454	(187,958)	(12.93)
Pre-Tax Profits from Continuing Operation before Income Tax	10,996,489	8,077,260	2,919,229	36.14
Income Tax Expenses	(2,613,788)	(2,015,361)	(598,427)	29.69
Net Profits from Continuing Operation	8,382,701	6,061,899	2,320,802	38.29
Other Comprehensive Profits (Losses) Net Profits	2,310,759	(765,471)	3,076,230	(401.87)
Total Comprehensive Profits (Losses)	10,693,460	5,296,428	5,397,032	101.90

5.2.2 Unconsolidated financial comparative analysis

Unit: NT$ Thousands

Item / Year	2024	2023	Amount of Increase (Decrease)	Varied Percentage %
Operating Revenues	15,528,773	12,579,879	2,948,894	23.44
Operating Costs	7,015,122	5,735,238	1,279,884	22.32
Operating Gross Profits	8,513,651	6,844,641	1,669,010	24.38
Unrealized Profits of Subsidiaries, Affiliates and Joint Ventures	(278,644)	(430,612)	151,968	(35.29)
Realized Profits of Subsidiaries, Affiliates and Joint Ventures	430,612	651,527	(220,915)	(33.91)
Realized Operating Profits	8,665,619	7,065,556	1,600,063	22.65
Operating Costs	1,134,588	1,074,098	60,490	5.63
Other Profits and Losses	(140,081)	-	(140,081)	-
Operating Profits	7,390,950	5,991,458	1,399,492	23.36
Non-Operating Revenues and Expenses	2,071,728	1,974,408	97,320	4.93
Pre-Tax Profits from Continuing Operation before Income Tax	9,462,678	7,965,866	1,496,812	18.79
Income Tax Expenses	(1,080,193)	(1,904,075)	823,882	(43.27)
Net Profits from Continuing Operation	8,382,485	6,061,791	2,320,694	38.28
Other Comprehensive income after tax	2,310,759	(765,471)	3,076,230	(401.87)
Total Comprehensive Profits (Losses)	10,693,244	5,296,320	5,396,924	101.90

5.2.3 Varied percentage analysis description for latest two years

A. Consolidated financial performance:

Item	Varied Percentage Analysis Description
Increased operating gross profits, operating profits, pre-tax profits from continuing operation, income tax expenses and net profits from continuing operation	Mainly due to the increase of operating revenues and product portfolio optimization.
Increased other comprehensive profit (loss) net amount after tax and total comprehensive income	Mainly due to exchange amount difference from overseas operating institutions' financial reports caused by exchange rate fluctuations.

B. Unconsolidated financial performance:

Item	Varied Percentage Analysis Description
Increased operating revenues, operating costs, realized operating profits, operating profits, net profits from continuing operation	Mainly due to the increase of operating revenues and product portfolio optimization.
Decreased income tax expense	Mainly due to the decrease of deferred income tax expense.
Increased other comprehensive profit (loss) net amount after tax and total comprehensive income	Mainly due to exchange amount difference from overseas operating institutions' financial reports caused by exchange rate fluctuations.

5.2.4 Expected sales volume and basis, possible influences on future financial/business and countermeasures

A. Expected sales volume and basis

Please refer to the Section 1.2 Business Plan Summary of this Year of "1. Letter to Shareholders".

B. Possible influences on future financial/business and countermeasures

Please refer to Section 1.2 Business Plan Summary of this Year of "1. Letter to Shareholders" and Section 1.3 Future Development and Business Strategies.

5.3 Cash Flows

5.3.1 Consolidated cash flows

Unit: NT$ Thousands

BOY (Beginning of Year) Balance	Annual Cash Flows from Operating Activities	Annual Cash Flows from Investment Activities	Annual Cash Flows from Fund-Raising Activities	Year-End Balance	Improvement Plan for Insufficient Liquidity	
					Investment Plan	Fund-Raising Plan
20,631,569	11,450,774	(1,479,187)	(2,886,997)	28,914,238	-	-

Annual consolidated cash flow analysis:
Annual cash flows from operating activities: Mainly due to net profits and depreciation and amortization expenses.
Annual cash flows from investment activities: Mainly due to capital expenditure spending.
Annual cash flows from fund-raising activities: Mainly due to issuance of cash dividend.
Improvement plan for insufficient liquidity: No insufficient cash situation.

5.3.2 Next year cash liquidity analysis

The Company will adjust production, sales and operations according to the global economy cycle status, considering future product development trends to replace old machinery equipment with new ones, expecting capital expenses and business funding demand can be satisfied by own funds; for any funding demand, we will consider the market status and funding costs to effectively cope with the situation with fund-raising methods such as bank loan limit and issuance of share right.

5.4 Impact of Latest Year Major Capital Expenditure on Finance and Business

5.4.1 Major capital expenditure application status and funding source

Unit: NT$ Thousands

Plan Item	Actual or Expected Funding Source	Actual or Expected Completion Date	Actual or Expected Funding Application Status	
			2023	2024
PCB factory and machinery equipment	Own fund	December, 2024	3,336,559	2,691,511

5.4.2 Impact of major capital expenditure on finance and business

The Company expects to expand capacity and replace old equipment with new ones with own funds to continue steadily grow and strengthen manufacturing procedure ability.

5.5 Investment Status of Latest Year, Major Reason for Profits or Losses, Improvement Plan and Investment Plan for Next year

The Company's investment policy mainly covers expanding capacity and considers corporate long-term development to continue seek for strategic goals. In 2024, we adopted equity method to recognize investment benefits of NT$ 2,074,876,000 mainly thanks to continuing realizing various management systems.

The Company will continue to use long-term strategic angles such as strengthening competitiveness to carefully evaluate investment plans.

5.6 Risk Items

5.6.1 Impacts of interest rate, exchange rate changes, inflation status, etc. on corporate profits/losses and future countermeasures

A. Impacts of latest year of interest rate changes on corporate profits/losses and future countermeasures

The Company constantly controls market interest rate trend and evaluate whether interest rate hedge is needed according to bank book loan status to avoid interest rate risks.

B. Impact of latest year exchange rate changes on corporate profits/losses and future countermeasures

The Company mainly exports its products; therefore, it pays extra attention on exchange rate fluctuations while adopting a steady foreign exchange management method, constantly controlling exchange rate trends; launch foreign exchange transaction contracts according to foreign exchange asset and liability status to avoid exchange rate fluctuation risks.

C. Impacts of latest year inflation on corporate profits/losses and future countermeasures: None.

5.6.2 Major reasons for profits or losses out of high-risk, high-leverage investment, loan, guarantee and derivative trading policy and future countermeasures

In the most recent year, aside from 100% direct and indirect share investments involving intercompany lending and guarantees between parent and subsidiary companies, we did not have high risk, high-leverage investment and other loan and guarantee matters, the loan and balance of aforementioned investments all meet internal limitations while not causing any damages to our profitability. Also, we had foreign exchange trading as derivative trading to avoid exchange rate fluctuation risks to reduce abnormal profits and losses, so did not cause major damages to our profitability.

5.6.3 Future R&D plan and expected R&D expenses

For the Company's planned new products, technologies and manufacturing procedure developments, please refer to the 4.1 Business Content of "4. Business Overview"; considering planned R&D item status was the same as that of previous year, the estimated R&D expenses of 2025 are expected to be around NT$ 290,000,000.

5.6.4 Impacts of domestic and overseas major policy and regulation changes on corporate finance and business and countermeasures:

As Tripod derives a significant portion of its revenue from sales to the global electronics industry, changes in trade policies among major economies-such as increased tariffs on specific products or the implementation of other trade barriers-may impact the sales of the Company's products or those of its customers thereby affecting operational performance. For instance, in early 2025, the United States announced plans to significantly expand tariffs on imported goods. The imposition of tariffs on goods shipped to the U.S. could increase purchasing costs, potentially leading to reduced demand for the Company's products and negatively affecting future sales growth.

As of 2024 and up to the date of this annual report's publication, the Company's operating results have not been materially affected. Tripod continues to closely monitor trade policy developments among major economies and will implement corresponding response measures as needed based on future developments.

5.6.5 Impacts of technology and industry changes on corporate finance and business and countermeasures:

The Company's products and technologies are influenced by a rapid alternate development of electronic industry whereas related up- and downstream players constantly introduce advanced manufacturing procedure technologies and expand capacities which cause imbalanced PCB supply and demand while price competition is fierce, causing PCB industry operations to be tough. Therefore, the Company continues to strengthen advanced manufacturing technology upgrade while striving to diversify its products and customers and strengthen marketing and customer service channels. For financial operations, we specifically reinforce cash flow management, maintaining appropriate financial structure to keep a stable corporate operation and spread business risks. For the Company's information safety management, please refer to the 4.6 Information Safety Management, of "4. Business Overview" in this annual report.

5.6.6 Impacts of corporate image change on corporate risk management and countermeasures: N/A.

5.6.7 Expected benefits, potential risks and countermeasures of mergers: N/A.

5.6.8 Expected benefits, potential risks and countermeasures of factory expansion:

The Company properly plans and keeps capacity flexible when expanding factory; when product demand can be effectively controlled, we hereby boost manufacturing procedure production volume to avoid risks of idle capacity.

5.6.9 Risks and countermeasures of concentrated purchase or sales:

There was one company from whom the Company purchased more than 10% of materials in 2024 while there was another customer accounting for over 10% of overall sales. To avoid over reliance on major suppliers or customers which may cause risks of operational difficulties, the Company has strict purchase, sales and credit control policies while regularly inspecting the purchase and sales status to effectively and timely control status of suppliers or customers.

5.6.10 Impacts, risks and countermeasures of massive transfers of share rights of director, supervisor or shareholder of over 10% shares:

Since the inception of the Company, there were no massive transfers of share rights of director, supervisor or shareholder of over 10% of shares while the Company's management team is stable, continuing to maintain a fair business performance while gradually enhancing the Company's industry competitiveness.

5.6.11 Impacts, risks and countermeasures of ownership change: N/A

5.6.12 Litigation or non-litigation incidents: None.

5.6.13 Other major risks and countermeasures: None.

5.7 Other Important Items

None.

6. Special Items

6.1 Affiliate Information

The Company has already disclosed the related information at MOPS>Single Company>Electronic Document Download>Three Forms and Documents of Related Enterprises.（Website：https://mopsov.twse.com.tw/mops/web/t57sb01_q10）

6.2 Private Placement of Securities of Latest Year and Until Publication Date of Annual Report

None.

6.3 Shareholding or Disposal of Company Shares of Subsidiaries of Latest Year and Until Publication Date of Annual Report

None.

6.4 Other Necessary Items to be Recorded

The directors and supervisors of the Company all follow regulations to irregularly participate in continued study training; for related information of the study content, the Company has already disclosed at MOPS.

7. Major Impact Items on Shareholders’ Rights or Securities Prices under Clause 2, Section 2 of Article 36, Securities and Exchange Act of Latest Year and Until Publication Date of Annual Report

None.

Tripod Technology Corporation

Owner: Chiang-Chuang Wang