Stock Code: 3557

Jia Wei Lifestyle, Inc.

2024
Annual Report

Market Observation Post System (MOPS):
https://mops.twse.com.tw

Corporate Website: https://www.jiaweils.com

Printed on April 18, 2025

I. Names, titles and contact info of Jia Wei's spokesperson and deputy spokesperson:

Spokesperson: Kelly Ko
Title: Chief Operating Officer and Chief Finance Officer
Tel: (02) 7733-5368
E-mail: kellyko@jiaweils.com
Deputy Spokesperson: Lori Lin
Title: Director of Corporate Governance
Tel: (02) 7733-5368
E-mail: lorilin@jiaweils.com

II. Addresses and telephone numbers of the headquarters, branches and plants:

Headquarters: 14F-4, No. 296, Section 4, Xinyi Road, Daan District, Taipei City
Tel: (02) 7733-5368

Plant: Liwang Revenue, Mingzhu Industrial Park, Heyuan City, Guangdong
Tel: 86 (762) 383-6329

Branches: None

III. Name, address, website and telephone number of stock transfer agency:

Name: Department of Stock Transfer Agency, Fubon Securities Co., Ltd.
Website: https://www.fubon.com
Address: 11F, No. 17, Xuchang Street, Zhongzheng District, Taipei City
Tel: (02) 2361-1300

IV. Names of the certified public accountants, name, address, website, telephone number of the accounting firm that certified the most recent annual financial report:

Names of the CPAs: Calvin Chen and Jemmy Yao
Name of the Firm: EY Taiwan
Website: https://www.ey.com/taiwan
Address: 17F, No. 2, Zhongzheng Third Road, Kaohsiung City
Tel: (07) 238-0011

V. Names of trading places where overseas securities are listed for trading and methods to inquire about overseas securities information: None.

VI. Corporate website: https://www.jiaweils.com

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Chapter 1 Letter to Shareholders

Dear Shareholders,

Business Results of the Previous Year

Business Plan Implementation Results and Budget Execution:

In 2024, despite disparities in economic and inflationary trends driven by differences in economic and financial structures, the overall global economy remained resilient. In our major market of the United States, inflation slowed, initiating an interest rate cut cycle. Additionally, the labor market did not decline as expected, easing labor market pressures. As a result, the economic environment remained stable, driving increased consumer spending.Under these favorable conditions, Jia Wei saw a recovery in the U.S. consumer market, with consolidated annual revenue reaching NT$5.725 billion, a 20.46% year-on-year increase, setting a record for the highest revenue in the Company's history.

Financial Income and Expenditure: Unit: NT$ thousand

Item	Year	2024	2023	Amount of increase/decrease	Percentage of change (%)
Financial revenue and expenditure	Net operating revenue	5,724,758	4,752,422	972,336	20.46
	Gross operating profits	2,124,439	1,835,452	288,987	15.74
	Net income before tax	703,539	502,048	201,491	40.13
	Net income	549,636	386,413	163,223	42.24
	Total comprehensive income for the period	634,530	363,889	270,641	74.37

Profitability:

Item	Year	2024	2023
Profitability	Gross profit margin (%)	37.11	38.62
	Operating profit margin (%)	12.82	10.78
	Return on equity (%)	21.50	16.25
	Ratio of pretax income to paid-up capital (%)	87.61	62.52
	Net profit margin (%)	9.60	8.13
	Earnings per share (NT$)	6.84	4.81

Financial revenue and expenditure analysis and explanation of reason for profitability changes:

In 2024, our main market, the United States, experienced a slowdown in inflation and a stable labor market, which drove consumption and economic expansion, resulting in a recovery in the consumer market. Thanks to the efforts of the management team, Jia Wei saw growth in both operations and profitability throughout the year.

Research and Development: Unit: NT$ thousand

Item	2024	2023	
Research and development expenses	143,941	139,763	In 2024, the Company continued to design trendy and aesthetically-pleasing houseware products by launching a variety of functional, fun and ingenious brand kitchenware, and by developing environmentally friendly raw materials and products that combine different materials to maintain its leading position as the pioneer
Turnover	5,724,758	4,752,422	
Ratio of R&D expenses to operating revenue (%)	2.51%	2.94%	

Summary of Business Plan of This Year

Business Strategy:

With the transformation of the global economy, the manufacture-centered economy is moving towards service economy, knowledge economy, creative economy, and eventually experience economy. The competitive edge of an industry does not depend solely on land, capital or labor, but the integration of knowledge, creativity, culture and character. Design is about more than design but something that connects life and culture, and the imagination about the relationship between design and life has also become more complex and diversified, contributing to changes in the "meaning of life and the value of consumption."

The houseware product industry is deeply intertwined with the population and economy, as well as a reflection of culture. We aim to enhance the quality of houseware products that bring positive experience in terms of sight and touch, while combining an elegant home environment with a refined taste that encourages a lifestyle centered on enjoyment.

As for our outlook for 2025, faced with uncertainties regarding the new U.S. government's tariff and fiscal policies, Jia Wei will begin mass production at its new facility in Vietnam this year. By diversifying its production bases and enhancing its flexible, robust shipping capabilities, the Company aims to mitigate tariff-related operational risks. With the added production capacity from the Vietnam plant, Jia Wei will not only continue to serve the U.S. market but will also actively expand into the European, Japanese, and South Korean markets, strengthening its global business footprint.

Furthermore, Jia Wei will continue to actively engage in customer operational transformations. In addition to offering high-quality products, the Company is involved in customer online platform sales and has established a warehousing system in Houston, Texas, to provide domestic distribution services within the U.S. This shift from traditional business partnerships to strategic alliances will help continuously improve service quality and increase customer loyalty.

The Company will also focus on advancing our sustainable material technologies and research and development, leading the industry with its manufacturing process of R-PET decorative decals. This allows exceptional design aesthetics to be fully realized in eco-friendly material products, meeting market and customer demands. The usage of R-PET is growing year by year, becoming a new mainstream in the market. In summary, despite the ever-changing global environment, Jia Wei remains committed to sustaining its growth momentum, driving operational growth for both its customers and itself, while practicing sustainable business operations.

Expected Sales Volume and Basis:

The sales volume is based on the market demand and the orders the Company receives.

Significant production and sales policies:

The Company shall integrate operations, production and sales information and systems to meet the requirements for global multi-site business operations in the future, optimize the operation foundation, and consolidate strength for medium and long-term development.

The company's future development strategy, and the effect of external competition, the legal environment, and the overall business environment.

The Company shall collect and pay attention to relevant information on changes in the external competitive environment, regulatory environment and overall operating environment at all times, and quickly develop necessary response measures to meet the Company's operational development needs.

In the future, all employees of the Company will continue to be diligent and conscientious while striving to enhance the Company’s competitiveness.

We aim to become an enterprise with sustainable operations and reward our shareholders with more profits.

Thank you again for your continuous support for the Company throughout the year!

Jacky Huang

Chairman of the Board

Chapter 2 Corporate Governance Report

I. Information on directors, president, vice president, assistant vice president, and leaders of various departments and branches

(I) Information on Directors

1. Directors

March 31, 2025; Unit: shares

Title	Nationality/Place of Incorporation	Name	Gender/ Age	Date Elected	Term of Office	Date First Elected	Shareholdings at Election		Shareholding Ratio		Spouse & Minor Children Shareholding		Shareholding by Nominees		Experience (Education)	Currently holding concurrent posts in Jia Wei and other companies	Executives , Directors or Supervisors Who are Spouses or within Two Degrees of Kinship			Note
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relationship	
Chairman	Republic of China	Hsin-Fu Investment Limited Representative: Jacky Huang	Male 61~70	2022.05.31	3 years	2022.05.31	1,100,000	1.37%	1,934,000	2.41%	-	-	-	-	Bachelor of International Trade, Feng Chia University General Manager of Hanying Co., Ltd. General Manager of Buochi Craft Agency	The Company: None Other companies: Director of Achieve Goal Limited (Note 1)	-	-	-	-
							-	-	-	-	-	-	-	-						
Director	Republic of China	Smart Investment Limited Representative: David Wu	Male 41~50	2022.05.31	3 years	2022.05.31	5,326,740	6.63%	10,345,034	12.88%	-	-	-	-	Studied at Chinese Culture University President of Widely Watched Limited	The Company: President Other companies: President of Tzeng Shyng Industries (He Yuan) Co., Ltd. (TSP) (Note 2)	-	-	-	-
							251,000	0.31%	-	-	146,656	0.18%	10,345,034	12.88%						
Director	Republic of China	Hsin-Fu Investment Limited Representative: Li-Hua Wu	Female 51~60	2022.05.31	3 years	2022.05.31	1,100,000	1.37%	1,934,000	2.41%	-	-	-	-	Nan Ying Vocational High School Design Director of Widely Watched Limited	The Company: Design Director Other companies: Supervisor of Tzeng Shyng Industries (He Yuan) Co., Ltd. (TSP) (Note 3)	-	-	-	-
							1,563,044	1.95%	1,603,044	2.00%	-	-	14,732,294	18.35%						
Director	Republic of China	Smart Investment Limited Representative: Ray Hou	Male 61~70	2022.05.31	3 years	2022.05.31	5,326,740	6.63%	10,345,034	12.88%	-	-	-	-	Accounting Institute, National Cheng Kung University Partner and Accountant of Kaohsiung Office, EY Taiwan	The Company: None Other companies: Person in Charge of Ray Hou Accounting Firm (Note 4)	-	-	-	-
							-	-	-	-	-	-	-	-						

2. Independent Directors

March 31, 2025; Unit: shares

Title	Nationality/Place of Incorporation	Name	Gender/ Age	Date Elected	Term of Office	Date First Elected	Shareholdings at Election		Shareholding Ratio		Spouse & Minor Children Shareholding		Shareholding by Nominees		Experience (Education)	Currently holding concurrent posts in Jia Wei and other companies	Executives, Directors or Supervisors Who are Spouses or within Two Degrees of Kinship			Note
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relationship	
Independent Director	Republic of China	Shou-Te Hsu	Male 71	2022.05.31	3 years	2022.05.31	-	-	-	-	-	-	-	-	PhD.in Finance, University of Alabama Professor, Head of Department, Vice Dean of School of Management, and Dean for Student Affairs, National Sun Yat-sen University President of Takming University of Science and Technology 9th Chief Director of Association of Private Universities and Colleges of Technology Director of Private School Staff Retirement Pension Severance Fund Management Committee Vice Chairman of Kaohsiung Red Cross Society	The Company: None Other companies: Independent Director of WAH LEE INDUSTRIAL CORP. (Note 5)	-	-	-	-

Title	Nationality/Place of Incorporation	Name	Gender/ Age	Date Elected	Term of Office	Date First Elected	Shareholdings at Election		Shareholding Ratio		Spouse & Minor Children Shareholding		Shareholding by Nominees		Experience (Education)	Currently holding concurrent posts in Jia Wei and other companies	Executives, Directors or Supervisors Who are Spouses or within Two Degrees of Kinship			Note
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relationship	
Independent Director	Republic of China	Chin-Chou Hsu	Male 71	2022.05.31	3 years	2022.05.31	-	-	-	-	-	-	-	-	Department of Economics, National Taiwan University Master of Economics, Department of Economics, National Taiwan University Research Master, the Institute of Economics of Johns Hopkins University Section Chief and Team Leader of the Monetary Affairs Bureau, Ministry of Finance Vice President of Hua Chiao Commercial Bank Counselor of the Ministry of Finance and Deputy Executive Secretary of National Development Fund, Executive Yuan Director of General Planning Division, FSC Deputy Director of the Insurance Bureau, FSC Director of the International Business Division, FSC Director of SinoPac Venture Capital Corporation Taiwan Semiconductor Manufacturing Co., Ltd. Director Vanguard International Semiconductor Corporation (VIS) Director Director of Powerchip Technology Corporation Director of Scinopharm Taiwan Ltd. Director of Polaris Group Director of FOCI FIBER OPTIC COMMUNICATIONS, INC.	The Company: None Other companies: Independent Director of ALLIED CIRCUIT CO., LTD. (Note 6)	-	-	-	-

Title	Nationality/Place of Incorporation	Name	Gender/ Age	Date Elected	Term of Office	Date First Elected	Shareholdings at Election		Shareholding Ratio		Spouse & Minor Children Shareholding		Shareholding by Nominees		Experience (Education)	Currently holding concurrent posts in Jia Wei and other companies	Executives, Directors or Supervisors Who are Spouses or within Two Degrees of Kinship			Note
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relationship	
Independent Director	Republic of China	Hui-Chin Wang	Female 51~60	2024.05.27	1 year	2024.05.27	27,765	0.03%	32,765	0.04%	-	-	-	-	EMBA, National Cheng Kung University Director of Operations, ASTRAZENECA TAIWAN LIMITED Director of Operations, LOTUS PHARMACEUTICAL CO., LTD	The Company: None Other companies: Executive Assistant to the Chairman of TQ OPTOELECTRONICS CO., LTD.	-	-	-	-

Note 1: Concurrently serving as Director of Golden Star Ocean Ltd., Director of First Design Global, Inc., representative of Corporate Director of Tzeng Shyng Industries Corp., Director of Jia Wei Lifestyle Vietnam Limited Company, Director of Tzeng Shyng Industries (He Yuan) Co., Ltd. (TSP), and Director of Tzeng Shyng Industries (He Yuan) Co., Ltd. (TSM).

Note 2: Concurrently serving as President of Tzeng Shyng Industries (He Yuan) Co., Ltd. (TSM), Director of Achieve Goal Limited, Director of Freshlink Product Development, LLC Manager, Director and Chairman of First Design Global, Inc, Director of Digital Solution Investments Limited, Director and Secretary of Smart Wealth Corp., representative of Smart Investment Limited, Director and Secretary of Treasure Plus Global Inc., and Director of Jia Wei Lifestyle Vietnam Limited Company.

Note 3: Concurrently serving as Supervisor of Tzeng Shyng Industries (He Yuan) Co., Ltd. (TSM), Director of Mega Service Inc., Representative of Omega Investment Limited, Director of Hsin-Fu Investment Limited, Representative of Hsin-Fu Investment Limited, Representative of DA-FA Universal Investment Limited, and Director of Jia Wei Lifestyle Vietnam Limited Company.

Note 4: Concurrently serving as Independent director of JIYUAN PACKAGING HOLDINGS LIMITED, Independent director of T.Y.C. BROTHER INDUSTRIAL CO., LTD., Independent director of (UNITED FIBER OPTIC COMMUNICATION INC., Independent director of MOSPEC SEMICONDUCTOR CORP., Corporate director representative of E&R ENGINEERING CORPORATION), representative and director of Family Tree Limited

Note 5: Concurrently serving as Independent director of SOFT-WORLD INTERNATIONAL CORPORATION, Independent director of MYSON CENTURY, INC.

Note 6: Concurrently serving as Independent director of SOUTH CHINA INSURANCE CO. LTD.

Note 7: As an Audit Committee has been set up in accordance with applicable laws on June 17, 2011, the regulation pertaining to Supervisors is no longer applicable.

3. Substantial Shareholder(s) of the Corporate Shareholders:

As of March 31, 2025

Name of corporate shareholder	Substantial shareholder of the corporate shareholder and Shareholding ratio
Hsin-Fu Investment Limited	Li-Hua Wu : 99.9%, Wen-Xin Wu: 0.1%
Smart Investment Limited	David Wu: 30%, Yu-Xiang Wu: 35%, Pei-Yi Wu: 35%

4. Professional qualifications and independence of Independent Directors:

Criteria / Name	Professional qualifications and experience	Criteria for independence	Number of other publicly listed companies where he/she concurrently serving as Independent Director
Chairman Jacky Huang	§ Have experience in business, finance, operation judgment, crisis management, leadership and decision-making, international market perspective, etc. § Education, professional qualifications and experience: . Bachelor of International Trade, Feng Chia University . President of Hanying Co., Ltd. . President of Buochi Craft Agency § Not under any of the circumstances stated in Article 30 of the Company Act.	1. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of 1% of the total number of issued shares of the Company or ranking in the top 10 in holdings. 2. Not a manager, director, spouse or immediate relative of shareholders with 1% shareholding or ranking in the top 10 in holdings of the Company or affiliated companies. 3. Neither a Director, Supervisor, or employee of a corporate shareholder that holds five percent or more of the total number of issued shares of the Company, or that ranks among the top five in shareholdings, or that designates its representative to serve as a Director of the Company. 4. If a majority of the Company's Director seats or voting shares and those of any other company are controlled by the same person, neither a Director, Supervisor, or employee of that other company. 5. If the Chairperson, President, or person holding an equivalent position of the Company and a person in any of those positions at another company or institution are the same person or are spouses, neither a Director (or governor), Supervisor or employee of that other company or institution. 6. Not a Director, Supervisor, Manager or shareholder holding over 5% shares of special company or agency that has a financial or business relation with the Company. 7. Not a professional individual who, or an owner, partner, Director, Supervisor, or Officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any affiliate of the Company, or that provides commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company for which the provider in the past 2 years has received cumulative compensation exceeding NT$ 500,000, or a spouse thereof; 8. Not having a marital relationship, or a relative within the second degree of kinship to any other director of the Company.	None

Criteria / Name	Professional qualifications and experience	Criteria for independence	Number of other publicly listed companies where he/she concurrently serving as independent director
Director David Wu	§ Have experience in business, operation and management, crisis management, leadership and decision-making, international market perspective, industry knowledge, manufacturing, etc. § Education, professional qualifications and experience: . Studied at Chinese Culture University . President of Widely Watched Limited § Not under any of the circumstances stated in Article 30 of the Company Act.	1. If a majority of the Company's Director seats or voting shares and those of any other company are controlled by the same person, neither a Director, Supervisor, or employee of that other company. 2. Not a professional individual who, or an owner, partner, Director, Supervisor, or Officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any affiliate of the Company, or that provides commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company for which the provider in the past 2 years has received cumulative compensation exceeding NT$ 500,000, or a spouse thereof; 3. Not having a marital relationship, or a relative within the second degree of kinship to any other director of the Company.	None
Director Li-Hua Wu	§ Have experience in business, operation and management, crisis management, leadership and decision-making, international market perspective, industry knowledge, creative design, etc. § Education, professional qualifications and experience: . Nan Ying Vocational High School . Design Director of Widely Watched Limited § Not under any of the circumstances stated in Article 30 of the Company Act.	1. If a majority of the Company's Director seats or voting shares and those of any other company are controlled by the same person, neither a Director, Supervisor, or employee of that other company. 2. Not a professional individual who, or an owner, partner, Director, Supervisor, or Officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any affiliate of the Company, or that provides commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company for which the provider in the past 2 years has received cumulative compensation exceeding NT$ 500,000, or a spouse thereof; 3. Not having a marital relationship, or a relative within the second degree of kinship to any other director of the Company.	None

Criteria / Name	Professional qualifications and experience	Criteria for independence	Number of other publicly listed companies where he/she concurrently serving as independent director
Director Ray Hou	§ Have experience in accounting and crisis management, and have passed the national examination required for CPAs with the Certificate of Professional and Technician. § Education, professional qualifications and experience: . Accounting Institute, National Cheng Kung University . Partner and Accountant of Kaohsiung Office, EY Taiwan § Not under any of the circumstances stated in Article 30 of the Company Act.	1. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of 1% of the total number of issued shares of the Company or ranking in the top 10 in holdings. 2. Not a manager, director, spouse or immediate relative of shareholders with 1% shareholding or ranking in the top 10 in holdings of the Company or affiliated companies. 3. Neither a Director, Supervisor, or employee of a corporate shareholder that holds five percent or more of the total number of issued shares of the Company, or that ranks among the top five in shareholdings, or that designates its representative to serve as a Director of the Company. 4. If a majority of the Company's Director seats or voting shares and those of any other company are controlled by the same person, neither a Director, Supervisor, or employee of that other company. 5. If the Chairperson, President, or person holding an equivalent position of the Company and a person in any of those positions at another company or institution are the same person or are spouses, neither a Director (or governor), Supervisor or employee of that other company or institution. 6. Not a Director, Supervisor, Manager or shareholder holding over 5% shares of special company or agency that has a financial or business relation with the Company. 7. Not a professional individual who, or an owner, partner, Director, Supervisor, or Officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any affiliate of the Company, or that provides commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company for which the provider in the past 2 years has received cumulative compensation exceeding NT$ 500,000, or a spouse thereof; 8. Not having a marital relationship, or a relative within the second degree of kinship to any other director of the Company.	3

Criteria / Name	Professional qualifications and experience	Criteria for independence	Number of other publicly listed companies where he/she concurrently serving as independent director
Independent Director Shou-Te Hsu	§ Convener of Jia Wei's Audit Committee and member of the Remuneration Committee §Professor and Head of Department of School of Management in National Sun Yat-sen University and President of Takming University of Science and Technology § Have more than 5 years of teaching experience in the business field in both private and public colleges, with expertise in management and accounting § Education, professional qualifications and experience: . PhD.in Finance, University of Alabama . Professor, Head of Department, Vice Dean of School of Management, and Dean for Student Affairs, National Sun Yat-sen University . President of Takming University of Science and Technology . 9th Chief Director of Association of Private Universities and Colleges of Technology . Director of Private School Staff Retirement Pension Severance Fund Management Committee . Vice Chairman of Kaohsiung Red Cross Society § Not under any of the circumstances stated in Article 30 of the Company Act.	1. Comply with the conditions of independence as stipulated in Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies, including but not limited to the fact that he, his spouse or his relatives within the second degree are not directors, supervisors or employees of the Company or its affiliated enterprises; Does not hold shares of the Company; Not being a director, supervisor or employee of a company having a particular relationship with the Company; Not a professional individual who, or an owner, partner, Director (governor), Supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the company or any affiliate of the company, or that provides commercial, legal, financial, accounting or related services to the company or any affiliate of the company in the past 2 years, or a spouse thereof. 2. Not having a marital relationship, or a relative within the second degree of kinship to any other director of the Company. 3. Not a governmental, juridical person or its representative as defined in Article 27 of the Company Law.	3

Criteria / Name	Professional qualifications and experience	Criteria for independence	Number of other publicly listed companies where he/she concurrently serving as independent director
Independent Director Chin-Chou Hsu	§ Member of Jia Wei's Audit Committee and Remuneration Committee §Held various government positions in the financial field, such as Section Chief and Team Leader of the Monetary Affairs Bureau, Ministry of Finance and Deputy Director of the Insurance Bureau § Has more than 5 years of experience in business, finance, and operation and has expertise in economy and finance. § Education, professional qualifications and experience: . Department of Economics, National Taiwan University . Master of Economics, Department of Economics, National Taiwan University . Research Master, the Institute of Economics of Johns Hopkins University . Section Chief and Team Leader of the Monetary Affairs Bureau, Ministry of Finance . Vice President of Hua Chiao Commercial Bank . Counselor of the Ministry of Finance and Deputy Executive Secretary of National Development Fund, Executive Yuan . Director of General Planning Division, FSC . Deputy Director of the Insurance Bureau, FSC . Director of the International Business Division, FSC . Director of SinoPac Venture Capital Corporation . Taiwan Semiconductor Manufacturing Co., Ltd. Director . Vanguard International Semiconductor Corporation (VIS) Director . Director of Powerchip Technology Corporation . Director of Scinopharm Taiwan Ltd. . Director of Polaris Group . Director of FOCI FIBER OPTIC COMMUNICATIONS, INC. § Not under any of the circumstances stated in Article 30 of the Company Act.	1. Comply with the conditions of independence as stipulated in Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies, including but not limited to the fact that he, his spouse or his relatives within the second degree are not directors, supervisors or employees of the Company or its affiliated enterprises; Does not hold shares of the Company; Not being a director, supervisor or employee of a company having a particular relationship with the Company; Not a professional individual who, or an owner, partner, Director (governor), Supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the company or any affiliate of the company, or that provides commercial, legal, financial, accounting or related services to the company or any affiliate of the company in the past 2 years, or a spouse thereof. 2. Not having a marital relationship, or a relative within the second degree of kinship to any other director of the Company. 3. Not a governmental, juridical person or its representative as defined in Article 27 of the Company Law.	2

Criteria / Name	Professional qualifications and experience	Criteria for independence	Number of other publicly listed companies where he/she concurrently serving as independent director
Independent Director Hui-Chin Wang	§EMBA, National Cheng Kung University Member of Jia Wei's Audit Committee and Remuneration Committee Have experience in business, finance, crisis management, and international market perspective, etc. § Education, professional qualifications and experience: ・Executive Assistant to the Chairman of TQ OPTOELECTRONICS CO., LTD. ・Director of Operations, ASTRAZENECA TAIWAN LIMITED ・Director of Operations, LOTUS PHARMACEUTICAL CO., LTD. § Not under any of the circumstances stated in Article 30 of the Company Act.	1. Comply with the conditions of independence as stipulated in Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies, including but not limited to the fact that he, his spouse or his relatives within the second degree are not directors, supervisors or employees of the Company or its affiliated enterprises; not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of 1% of the total number of issued shares of the Company or ranking in the top 10 in holdings. Not being a director, supervisor or employee of a company having a particular relationship with the Company; Not a professional individual who, or an owner, partner, Director (governor), Supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the company or any affiliate of the company, or that provides commercial, legal, financial, accounting or related services to the company or any affiliate of the company in the past 2 years, or a spouse thereof. 2. Not having a marital relationship, or a relative within the second degree of kinship to any other director of the Company. 3. Not a governmental, juridical person or its representative as defined in Article 27 of the Company Law.	None

Note: As an Audit Committee has been set up in accordance with applicable laws on June 17, 2011, the regulation pertaining to Supervisors is no longer applicable.

5. Diversity and independence of the Board of Directors:

(1) Diversity of the Board of Directors:

Policy

The overall composition of the board of directors shall be taken into consideration in the selection of the Company's directors. The composition of the Board of Directors shall be determined by taking diversity into consideration and formulating an appropriate policy on diversity based on the Company's business operations, operating dynamics, and development needs. It is advisable that the policy include, without being limited to, the following two general standards:

1. Basic requirements and values: Gender, age, nationality, and culture.
2. Professional knowledge and skills: A professional background (e.g., law, accounting, industry, finance, marketing, technology), professional skills, and industry experience. Each board member shall have the necessary knowledge, skill, and experience to perform their duties; the abilities that must be present in the board as a whole are as follows:

(1.) The ability to make judgments about operations.
(2.) Accounting and financial analysis ability.
(3.) Business management ability.
(4.) Crisis management ability.
(5.) Knowledge of the industry.
(6.) An international market perspective.
(7.) Leadership ability.
(8.) Decision-making ability.

More than half of the directors shall be persons who have neither a spousal relationship nor a relationship within the second degree of kinship with any other director.

The Board of Directors of the Company shall consider adjusting its composition based on the results of performance assessment.

Objectives and Achievement

Objective:

To achieve board diversity in terms of professional expertise, age distribution, and gender, Jia Wei has the following composition goals:

Directors with industry experience: 43%
Directors with backgrounds in finance: 43%
Directors with accounting expertise: 14%
At least two female board members

Achievement:

Among the Company's current 7 board members, Mr. Jacky Huang serves as the Chairman of the Board. He possesses experience in business, finance, operational management judgment, crisis handling, international perspectives, leadership decision-making, and relevant industry experience. David Wu has long been engaged in the household products industry and has many years of experience in industrial operation, crisis management, marketing, and manufacturing. One female Director, Ms. Li-Hua Wu, takes advantage of her design and fashion aesthetics to grasp fashion trends, provides creativity and ideas, and help grasp market and customer needs. CPA Ray Hou used to be the Director of Ernst & Young's Kaohsiung Office.

In addition, Shou-Te Hsu, professor and Head of Department of School of Management in National Sun Yat-sen University and President of Takming University of Science and Technology, became an Independent Director. Another Independent Director was Chin-Chou Hsu, who used to be Section Chief and Team Leader of the Monetary Affairs Bureau, Ministry of Finance and Deputy Director of the Insurance Bureau. The other Independent Director is Ms. Hui-Ching Wang with extensive practical experience in market development and corporate management.

As a whole, 29% of the Company's Directors are employee representatives, while Independent Directors account for 43% and female Directors for 29%. All three Independent Directors have served less than three years in their current term. The age distribution of board members is as follows: one Director aged 41–50, two Directors aged 51–60, two Directors aged 61–70, and two Directors aged 71 and above. The board members bring diverse expertise across various fields, including industry experience, design aesthetics, certified public accounting, academic finance, financial administration, and professional investment. This composition demonstrates the Company’s achievement of diversity in terms of gender, age, and professional expertise on the Board.

Where the representation of either gender on the Board of Directors falls below one-third, the Company shall provide an explanation and outline measures to enhance gender diversity on the Board.:

The Company’s Articles of Incorporation stipulate that the Board shall consist of 7 Directors. Currently, there are 2 female Directors, which does not meet the one-third gender diversity threshold. The shortfall is primarily due to the characteristics of the industry, where qualified candidates are relatively limited. Moving forward, the Company will actively seek recommendations through various channels—including the industrial, financial, and academic sectors—to strengthen corporate governance and enhance gender diversity on the Board.

Core Projects of Diversify / Member	Basic Composition					Experience (Education)	Industry Experience/Professional Competence							
	Nationality	Gender	As An Employee of the Company	Age	Term Seniority of Independent Director		Ability to Make Judgments about Operations	Accounting and Financial Analysis Ability	Crisis Management Ability	International Market Perspective	Leadership Decision Ability	Knowledge of the Industry	Manufac-turing	Creative Design
Chairman HSIN-FU INVESTMENT LIMITED Representative: Jacky Huang	Republic of China (Taiwan)	Male		61~70		Bachelor of International Trade, Feng Chia University President of Hanying Co., Ltd. President of Buochi Craft Agency	V	V	V	V	V	V		
Director SMART INVESTMENTS LIMITED Representative: David Wu	Republic of China (Taiwan)	Male	V	41~50		Studied at Chinese Culture University President of Widely Watched Limited	V		V	V	V	V	V	
Director HSIN-FU INVESTMENT LIMITED Representative: Li-Hua Wu	Republic of China (Taiwan)	Female	V	51~60		Nan Ying Vocational High School Design Director of Widely Watched Limited	V		V	V	V	V		V
Director SMART INVESTMENTS LIMITED Representative: Ray Hou	Republic of China (Taiwan)	Male		61~70		Accounting Institute, National Cheng Kung University Partner and Accountant of Kaohsiung Office, EY Taiwan		V	V	V	V			
Independent Director Shou-Te Hsu	Republic of China (Taiwan)	Male		71	Under 3 years	PhD.in Finance, University of Alabama Professor, Head of Department, Vice Dean of School of Management, and Dean for Student Affairs, National Sun Yat-sen University President of Takming University of Science and Technology 9th Chief Director of Association of Private Universities and Colleges of Technology Director of Private School Staff Retirement Pension Severance Fund Management Committee Vice Chairman of Kaohsiung Red Cross Society	V	V	V	V	V			
Independent Director Chin-Chou Hsu	Republic of China (Taiwan)	Male		71	Under 3 years	Department of Economics, National Taiwan University Master of Economics, Department of Economics, National Taiwan University Research Master, the Institute of Economics of Johns Hopkins University Section Chief and Team Leader of the Monetary Affairs Bureau, Ministry of Finance	V	V	V	V	V			

Member \ Core Projects of Diversify	Basic Composition					Experience (Education)	Industry Experience/Professional Competence							
	Nationality	Gender	As An Employee of the Company	Age	Term Seniority of Independent Director		Ability to Make Judgments about Operations	Accounting and Financial Analysis Ability	Crisis Management Ability	International Market Perspective	Leadership Decision Ability	Knowledge of the Industry	Manufac-turing	Creative Design
						Vice President of Hua Chiao Commercial Bank Counselor of the Ministry of Finance and Deputy Executive Secretary of National Development Fund, Executive Yuan Director of General Planning Division, FSC Deputy Director of the Insurance Bureau, FSC Director of the International Business Division, FSC Director of SinoPac Venture Capital Corporation Director of Taiwan Semiconductor Manufacturing Co., Ltd. Vanguard International Semiconductor Corporation (VIS), Director Director of Powerchip Technology Corporation Director of Scinopharm Taiwan Ltd. Director of Polaris Group Director of FOCI FIBER OPTIC COMMUNICATIONS, INC.								
Independent Director Hui-Chin Wang	Republic of China (Taiwan)	Fenale		51~60	Under 3 years	EMBA, National Cheng Kung University Director of Operations, ASTRAZENECA TAIWAN LIMITED Director of Operations, LOTUS PHARMACEUTICAL CO., LTD.	V	V	V	V				

(2) Independence of the Board of Directors:

In case a candidates nomination system is adopted by the Company for election of the Directors in accordance with Article 192-1 of the Company Act and Article 13 of the Articles of Incorporation, the Shareholders' Meeting shall elect the Directors from among the nominees listed in the roster of Director candidates. The Company's 8th board of Directors currently consists of 7 Directors, including 3 Independent Directors, accounting for 43%; Please refer to this Annual Report (Pages 8~13) for their independence.

Furthermore, after reviewing the declarations, identity documents and insider declarations issued by Directors, the Directors and Independent Directors of the Company do not have any relationship between spouses or relatives within the second degree of kinship. None of the conditions specified in Article 26-3, Item 3 and Item 4 of the Securities and Exchange Act.

(II) President, Vice President, Assistant Managers, and Supervisors of Departments and Branches

As of March 31, 2025; unit: shares

Title	Nationality	Name	Gender	Date Elected	Shares Held		Shares held by spouse and minor children		Shareholding by Nominees		Experience (Education)	Currently Holding Concurrent Posts in the Company and Other Companies	Managers Who are Spouses or within Two Degrees of Kinship			Note
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relationship	
President	Republic of China	David Wu	Male	2020.04.01	-	-	146,656	0.18%	10,345,034	12.88%	Studied at Chinese Culture University President of Widely Watched Limited	General Director of Tzeng Shyng Industries (He Yuan) Co., Ltd. (TSP) (Note 1)	-	-	-	-
Design Director	Republic of China (Taiwan)	Li-Hua Wu	Female	2021.06.01	1,603,044	2.00%	-	-	14,732,294	18.35%	Nan Ying Vocational High School Design Director of Widely Watched Limited	Supervisor of Zheng Xing Plastic Product (Heyuan) Co., Ltd. (Note 2)	-	-	-	-
Vice President of Sales	Republic of China (Taiwan)	Danny Cheng	Male	2019.12.12	15,100	0.02%	-	-	-	-	MBA, University of Auckland School of Business, New Zealand CEO of Grand Bonanza Enterprise Inc.	Director of First Design Global, Inc. (Note 3)	-	-	-	-
Chief Operating Officer and Chief Finance Officer	Republic of China (Taiwan)	Kelly Ko	Female	2005.06.01	300,000	0.37%	-	-	-	-	Bachelor of Accounting, Tunghai University Manager of Audit Department, KPMG Taiwan Accounting Deputy Section Supervisor, Walsin Technology Co., Ltd.	Golden Insurance Brokers Ltd. Independent Director (Note 4)	-	-	-	-
Associate Manager of Financial Department	Republic of China (Taiwan)	Pei-Ching Liao	Female	2018.11.05	123,965	0.15%	-	-	-	-	Comprehensive Domestic Service of Tainan Domestic Service School	Tzeng Shyng Industries (He Yuan) Co., Ltd. (TSM) Chairman (Note 5)	-	-	-	-
Associate Manager of President's Office	Republic of China (Taiwan)	Zhi-Hang Zhang	Male	2019.08.13	-	-	-	-	-	-	Science, Information Technology Department of Yuan Dong Business School Yujing Business Electrical Engineering Department Engineer of TZENG SHYNG INDUSTRIES CORP.	Tzeng Shyng Industries (He Yuan) Co., Ltd. (TSP) Chairman (Note 6)	-	-	-	-

Title	Nationality	Name	Gender	Date Elected	Shares Held		Shares held by spouse and minor children		Shareholding by Nominees		Experience (Education)	Currently Holding Concurrent Posts in the Company and Other Companies	Managers Who are Spouses or within Two Degrees of Kinship			Note
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relationship	
Director of Corporate Governance	Republic of China (Taiwan)	Lori Lin	Female	2023.05.05	20,000	0.02%	-	-	-	-	Bachelor of Accounting, Tunghai University Specialist of Audit Department, KPMG Taiwan Accounting Officer, ASE TEST, INC.	None	-	-	-	-

Note 1: Concurrently serving as President of Tzeng Shyng Industries (He Yuan) Co., Ltd. (TSM), Director of Achieve Goal Limited, Freshlink Product Development, LLC Manager, Director and Chairman of First Design Global, Inc., Director of Digital Solution Investments Limited, Director and Secretary of Smart Wealth Corp., Representative of Smart Investment Limited, Director and Secretary of Treasure Plus Global Inc., and Director of Jia Wei Lifestyle Vietnam Limited Company.

Note 2: Concurrently serving as Supervisor of Tzeng Shyng Industries (He Yuan) Co., Ltd. (TSM), Director of Mega Service Inc., Representative of Omega Investments Co., Ltd., Director of Hsin-Fu Investment Limited, Representative of Hsin-Fu Investment Limited, Representative of DA-FA Universal Investment Limited, and Director of Jia Wei Lifestyle Vietnam Limited Company.

Note 3: Concurrently serving as Director and Secretary of Wide United International Limited

Note 4: Concurrently serving as Director of Tzeng Shyng Industries (He Yuan) Co., Ltd. (TSP), Supervisor of Tzeng Shyng Industries (He Yuan) Co., Ltd. (TSM) and Independent director of Acelon chemicals & Fiber Corporation.

Note 5: Concurrently serving as Supervisor of Tzeng Shyng Industries (He Yuan) Co., Ltd. (TSP)

Note 6: Concurrently serving as Director of Tzeng Shyng Industries (He Yuan) Co., Ltd. (TSM)

(III) Where the Chairperson of the Board of Directors and the President or person of an equivalent post (the highest level manager) of a company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto: None.

II. Remuneration Paid to Directors, President, and Vice Presidents in the Most Recent Fiscal Year

1. Remuneration paid to Directors (including Independent Directors)

Unit: NT$ thousand

Title	Name	Remuneration of Directors								Ratio of Total Remuneration (A+B+C+D) to Net Income (%)		Relevant Remuneration Received by Directors Who Are Also Employees								Ratio of Total Compensation (A+B+C+D+E+F+G) to Net Income (%)		Compensation Received from An Invested Company
		Base Compensation (A)		Severance Pay and Pension (B)		Remuneration of Directors (C)(Note 1)		Allowances (D)				Salary, Bonus and Allowances (E)		Severance Pay and Pension (F)		Employee Compensations (G) (Note 1)						
																Jia Wei		All companies in the consolidated financial statements				
		Jia Wei	All Companies in the consolidated financial statements	Jia Wei	All Companies in the consolidated financial statements	Jia Wei	All Companies in the consolidated financial statements	Jia Wei	All Companies in the consolidated financial statements	Jia Wei	All companies in the consolidated financial statements	Jia Wei	All Companies in the consolidated financial statements	Jia Wei	All companies in the consolidated financial statements	Cash Amount	Share Amount	Cash Amount	Share Amount	Jia Wei	All companies in the consolidated financial statements	
Chairman	HSIN-FU INVESTMENT LIMITED	-	-	-	-	15,063	15,063	-	-	15,063 2.741%	15,063 2.741%	-	-	-	-	-	-	-	-	15,063 2.741%	15,063 2.741%	None
	Representative: Jacky Huang	4,260	4,260	-	-	-	-	30	30	4,290 0.781%	4,290 0.781%	-	-	-	-	-	-	-	-	4,290 0.781%	4,290 0.781%	None
Director	SMART INVESTMENTS LIMITED	-	-	-	-	15,063	15,063	-	-	15,063 2.741%	15,063 2.741%	-	-	-	-	-	-	-	-	15,063 2.741%	15,063 2.741%	None
	Representative: David Wu	-	-	-	-	-	-	30	30	30 0.005%	30 0.005%	12,921	12,921	108	108	7,532	-	7,532	-	20,591 3.746%	20,591 3.746%	None
Director	HSIN-FU INVESTMENT LIMITED	-	-	-	-	(Note 2)	(Note 2)	-	-	(Note 2)	(Note 2)		-	-	-	-	-	-	-	(Note 2)	(Note 2)	None
	Representative: Li-Hua Wu	-	-	-	-	-	-	30	30	30 0.005%	30 0.005%	13,005	13,005	108	108	7,532	-	7,532	-	20,675 3.762%	20,675 3.762%	None
Director	SMART INVESTMENTS LIMITED	-	-	-	-	(Note 3)	(Note 3)	-	-	(Note 3)	(Note 3)	-	-	-	-	-	-	-	-	(Note 3)	(Note 3)	None
	Representative: Ray Hou	1,200	1,200	-	-	-	-	30	30	1,230 0.224%	1,230 0.224%	-	-	-	-	-	-	-	-	1,230 0.224%	1,230 0.224%	None
Independent Director	Shou-Te Hsu	1,200	1,200	-	-	-	-	30	30	1,230 0.224%	1,230 0.224%	-	-	-	-	-	-	-	-	1,230 0.224%	1,230 0.224%	None
Independent Director	Chin-Chou Hsu	1,200	1,200	-	-	-	-	30	30	1,230 0.224%	1,230 0.224%	-	-	-	-	-	-	-	-	1,230 0.224%	1,230 0.224%	None
Independent Director	Hui-Chin Wang	716	716	-	-	-	-	15	15	731 0.133%	731 0.133%	-	-	-	-	-	-	-	-	731 0.133%	731 0.133%	None

Note 1: The 21st meeting of the 8th Board of Directors convened on March 12, 2025 approved the appropriation of employees' compensations and Directors' remuneration for 2024. However, the employees' compensations (to be distributed in cash) of NT$30,126,474 and Directors' remuneration (to be distributed in cash) of NT$30,126,474 will be submitted to the Audit Committee and the Board of Directors' meeting for resolution, and are therefore listed as estimates.

Note 2: The representative was appointed by Corporate Director Hsin-Fu Investment Limited, therefore the Directors' remuneration is no longer disclosed to avoid duplication.

Note 3: The representative was appointed by Corporate Director Smart Investment Limited, therefore the Directors' remuneration is no longer disclosed to avoid duplication.

Note 4: Please state the policy, system, standards and structure of Directors' remuneration payment, and describe the relevance between the amount of remuneration and the factors including responsibilities, risks, the time spent by the individual, etc. (Please refer to pages23~24 of this Annual Report.)

Note 5: Unless disclosed in the table above, remuneration received in the most recent fiscal year by the Directors for providing services (e.g. serving as a non-employee consultant to the parent company/all companies in the consolidated financial statements/reinvestment companies, etc.): None.

Note 6: As an Audit Committee had been set up in accordance with applicable laws on June 17, 2011, the regulation pertaining to Supervisors is no longer applicable.

2. Remuneration of the President and Vice President

Unit: NT$ thousand

Title	Name	Salary (A)		Severance pay and pension (B)		Bonus and Special Discretionary Allowance etc. (C)		Employee Compensations (D) (Note)				Ratio of Total Remuneration (A+B+C+D) to Net Income (%)（%）		Compensation Received from An Invested Company Other Than A Subsidiary or the Parent Company
		Jia Wei	All companies in the consolidated financial statements	Jia Wei	All companies in the consolidated financial statements	Jia Wei	All companies in the consolidated financial statements	Jia Wei		All companies in the consolidated financial statements		Jia Wei	All companies in the consolidated financial statements	
								Cash Amount	Share Amount	Cash Amount	Share Amount			
President	David Wu	5,236	5,236	108	108	7,685	7,685	7,532	-	7,532	-	20,561 3.741%	20,561 3.741%	None
Design Director	Li-Hua Wu	5,320	5,320	108	108	7,685	7,685	7,532	-	7,532	-	20,645 3.756%	20,645 3.756%	None
Vice President of Sales	Danny Cheng	2,716	2,716	108	108	420	420	630	-	630	-	3,874 0.705%	3,874 0.705%	None
Chief Operating Officer and CFO	Kelly Ko	2,419	2,419	108	108	1,134	1,134	1,134	-	1,134	-	4,795 0.872%	4,795 0.872%	None

Note: The 21st meeting of the 8th Board of Directors convened on March 12, 2025 approved the appropriation of employees' compensations and Directors' remuneration for 2024. However, the employees' compensations (to be distributed in cash) of NT$30,126,474 and Directors' remuneration (to be distributed in cash) of NT$30,126,474 will be submitted to the Audit Committee and the Board of Directors' meeting for resolution, and are therefore listed as estimates.

3. Names of Managerial Officers who Received Employees' Remuneration and Distribution Results:

Unit: NT$ thousand

	Title	Name	Share Amount	Cash Amount	Total	Proportion to Net Income (%)
Manager	President	David Wu	-	17,893	17,893	3.26
	Design Director	Li-Hua Wu				
	Vice President of Sales	Danny Cheng				
	Chief Operating Officer and Chief Finance Officer	Kelly Ko				
	Associate Manager of Financial Department	Pei-Ching Liao				
	Associate Manager of President's Office	Zhi-Hang Zhang				
	Director of Corporate Governance	Lori Lin				

Note: The 21st meeting of the 8th Board of Directors convened on March 12, 2025 approved the appropriation of employees' compensations and Directors' remuneration for 2024. However, the employees' compensations (to be distributed in cash) of NT$30,126,474 and Directors' remuneration (to be distributed in cash) of NT$30,126,474 will be submitted to the Audit Committee and the Board of Directors' meeting for resolution, and are therefore listed as estimates.

4. Separately compare the analysis of the percentage of the total remuneration paid to Directors, President, and Vice Presidents of Jia Wei and the companies of the consolidated financial statements in the after-tax net profit stated in the parent company-only or individual financial statements in the last two years; then explain the remuneration policy, standards, and packages, the procedures for determining remuneration, and the correlation with business performance and future risks:

(1) The percentage of the total remuneration paid to Directors, President, and Vice Presidents of Jia Wei and the companies of the consolidated financial statements in the after-tax net profit stated in the parent company-only or individual financial statements in the last two years:

Year / Title	2024		2023	
	Jia Wei	All companies in the consolidated financial statements	Jia Wei	All companies in the consolidated financial statements
Director	7.08%	7.08%	7.75%	7.75%
President and Vice Presidents	9.07%	9.07%	10.32%	10.32%

(2) The Company’s policy, system, standard, and structure of remuneration to Independent Directors, and the correlation between duties, risk, and time input with the amount of

remuneration:

A. The Company’s policy, system, standard, and structure of remuneration:

(a) According to Articles of Incorporation: The Company shall pay remuneration to the Directors provided they have performed their duties, regardless of the Company's profit and loss, and their remuneration shall be determined depending on their participation in the Company's operation and their distribution values, and shall not be higher than the highest salary standard of the same industry. Additionally, if there is any profit in the year (i.e. profit before tax before deduction of remuneration allocated to employees and Directors), Jia Wei shall allocate no higher than 5% of the profit as Directors' remuneration.

(b) Independent Directors and Directors who do not concurrently serve as managers: They receive fixed compensation on a monthly basis, regardless of the Company's operating profit or loss, and are not involved in the distribution of Director remuneration.

(c) Directors who concurrently serve as managers: According to the " Managers Remuneration Management Measures" of the Company, remuneration includes salary, bonuses, and employee benefits. Salaries are determined based on the individual's education and experience, professional capabilities, responsibilities, level of involvement in the Company’s operations, and contributions, in accordance with the Company's salary range for respective positions and levels. Additionally, in accordance with the company's Articles of Incorporation, if the Company generates profits in a fiscal year, a minimum of 3% will be allocated for employee benefits. Bonuses and employee benefits for managers are determined based on individual performance achievements, and the basis for remuneration distribution calculations includes financial indicators (such as revenue achievement, gross profit contribution, cost reduction rate, development of environmentally friendly products, and new market expansion) and non-financial indicators (implementation of sustainable corporate responsibility projects, talent development, employee retention plans, quality and risk management, compliance of the law, etc.).

(d) The remuneration for Directors and managers undergoes careful evaluation and is subject to review by the Remuneration Committee and approval by the Board of Directors.

B. Correlation between operational performance and future risks:

(a) The aforementioned remuneration takes into full consideration the Directors' professional capabilities, level of involvement in operations, responsibilities, as well as the Company's operational objectives and financial condition.

(b) The Company makes significant operational decisions after weighing various risk factors. The performance of these decisions is reflected in the profitability, thereby influencing the remuneration of Directors and Managers.

III. Implementation of Corporate Governance

(I) Operations of the Board of Directors

The Board of Directors convened 6 meetings in the most recent fiscal year. The attendance of Directors was as follows:

Title	Name	Attendance in person	Attendance by proxy	Percentage of attendance in person (%) (Note 1)	Note
Chairman	HSIN-FU INVESTMENT LIMITED Representative: Jacky Huang	6	-	100%	Appointed as Chairman of the Board after the 10th election of the 8th Board of Directors on Aug.1, 2023.
Director	Smart Investment Limited Representative: David Wu	6	-	100%	Newly-elected on May 31, 2022.
Director	HSIN-FU INVESTMENT LIMITED Representative: Li-Hua Wu	6	-	100%	Newly-elected on May 31, 2022.
Director	Smart Investment Limited Representative: Ray Hou	6	-	100%	Newly-elected on May 31, 2022.
Independent Director	Shou-Te Hsu	6	-	100%	Newly-elected on May 31, 2022.
Independent Director	Chin-Chou Hsu	6	-	100%	Newly-elected on May 31, 2022.
Independent Director	Hui-Chin Wang	3	-	100%	Re-elected on May 27, 2024.

Other required disclosures:

I. (I) Matters specified in Article 14-3 of the Securities and Exchange Act:

Date of the Board of Directors (Period)	Proposal Details	Opinions of all Independent Directors	Jia Wei's actions in response to the opinions of Independent Directors
January 15, 2024 (14th meeting of the 8th Board)	Increase of the investment budget for the construction of a new factory in Vietnam	Resolution approved as it was proposed.	Handled according to resolution of the Board of Directors.
	Increase of the investment for Jia Wei Lifestyle Vietnam Limited Company		
	Endorsement and guarantee for Jia Wei Lifestyle Vietnam Limited Company		
	Assessment of the independence and suitability of certified accountants and public fees for appointment and service for 2024.		
	The 2023 year-end bonus distribution plan for Managers.		
March 8, 2024 (15th meeting of the 8th Board)	Appropriation of Directors' remuneration and employee compensation for 2023.		
	The list of non-assurance services was expected to be provided by the accounting firm and its affiliates.		
May 13, 2024 (16th meeting of the 8th Board)	Audit fees for Group Master File reporting and related services		
	Revision of "Internal Control System" and "Internal Audit System"		
	Endorsement and guarantee for subsidiary Freshlink Product Development LLC		

Aug. 9, 2024 (18th meeting of the 8th Board)	Change of certifying CPA resulting from internal staff rotation at the CPA firm.		
	Adjustment of remuneration for Hui-Chin Wang as a member of the Compensation Committee		
	Distribution plan of Directors' remuneration for 2023.		
	Distribution plan of employee compensation for 2023.		
Nov. 12, 2024 (19th meeting of the 8th Board)	Revision of "Internal Control System" and "Internal Audit System"		
	Audit fees for Group Master File reporting and related services		

(II) Other resolutions by the Board of Directors involving objections or expressed reservations by Independent Directors that were recorded or stated in writing: None.

II. Where a Director recuse himself or herself from a proposal in which he/she has a personal interest, the name of the Director, the content of proposal, the reason for recusal and the results of the voting should be stated:

Date of the Board of Directors (Period)	Proposal Details	Name of Director	Reasons for recusal of voting due to conflicts of interest
January 15, 2024 (14th meeting of the 8th Board)	The 2023 year-end bonus distribution plan for Managers.	Chairman of the Board, Jacky Huang Director David Wu, Director Li-Hua Wu, Director Ray Hou	Recused due to conflicts of interest and did not vote on the case.
Aug. 9, 2024 (18th meeting of the 8th Board)	Adjustment of remuneration for Hui-Chin Wang as a member of the Compensation Committee	Director Hui-Chin Wang	
	Distribution plan of Directors' remuneration for 2023.	Chairman of the Board, Jacky Huang Director David Wu, Director Li-Hua Wu, Director Ray Hou	
	Distribution plan of employee compensation for 2023.	Director David Wu, Director Li-Hua Wu,	

III. Information on the Board of Directors' self-evaluation (or peer evaluation), including evaluation cycle, period, scope, method, and contents:

Jia Wei's Board of Directors has amended the "Self-Evaluation or Peer Evaluation of the Board of Directors" on August 12, 2020 to build a performance evaluation system for the Board of Directors and to enhance the functions of the Board's operations. Performance evaluation of the Board of Directors is conducted at least once every year, and self-evaluation from Board members will be conducted in the first quarter (Q1) of the following year, and the results will be submitted to the Board of Directors meeting for review and improvement. Evaluation items include aspects on level of participation in operations, awareness of Director's duties, professionalism, continued studies and internal control, and the evaluation is carried out in a questionnaire format. Besides the Board of Directors as a whole and individual Directors, functional committees are also included in the evaluation.

The performance evaluation of the Board of Directors and functional committees for 2024 was carried out in the first quarter of 2025 and submitted to the Board meeting on March 12, 2025.

Implementation of evaluation for the Board of Directors:

Evaluation Cycle	Evaluation Period	Scope of Evaluation	Method of Evaluation	Content of Evaluation
Once a year	From January 1, 2024~ December 31, 2024	Board of Directors Individual Board members Functional committees: Auditing Committee (including Risk Management), Compensation Committee, Sustainability Committee	Internal self-evaluation of the Board of Directors Self-evaluation of the Board of Directors or corporate governance evaluation results	(1) Performance evaluation of the Board of Directors: includes level of participation in Jia Wei's operations, enhancement of the Board's decision-making quality, composition, and structure, election and continuing studies, and internal control and more. (2) Performance evaluation of individual Board members: includes alignment with Jia Wei's goals and missions, awareness of a Director's duties, level of participation in Jia Wei's operations, management and communications of internal relationships, professionalism and continuing studies of Directors, and internal control etc. (3) Performance evaluation of functional committees: includes level of participation in Jia Wei's operations, awareness of the duties of the functional committee, improvement of quality of decisions made by the functional committee, makeup of the functional committee and election of its members, and internal control.

IV. Targets for strengthening the functions of the Board of Directors (such as establishing an Audit Committee and enhancing information transparency) in the current and the most recent fiscal year and the evaluation of execution process:

Jia Wei set up an Audit Committee, a Compensation Committee, and a Sustainability Committee on June 17, 2011, December 27, 2011, and May 5, 2023 respectively, pursuant to relevant regulations and operational needs. The aforementioned committees consist of more than half Independent Directors in principle and have assisted the Board of Directors in fulfilling its duties. The Company also incorporates risk management into the responsibilities of the Audit Committee. Meanwhile, financial and operational information is disclosed at the Market Observation Post System (MOPS) to provide information transparency.

Note 1: (1) If any Director/Supervisor resigns before the end of the year, the resignation date shall be specified in the Note column. The percentage of attendance in person (%) shall be calculated based on the number of meetings held by the Audit Committee and the number of actual attendance during the term of service.

(2) If any Director/Supervisor is elected before the end of the year, the incoming and outgoing Director/ Supervisor shall be listed accordingly, and the Note column shall indicate whether the status of a Director/Supervisor is “outgoing,” "incoming," or “re-elected,” and the date of election. Actual attendance rate (%) shall be calculated using the number of Board meetings convened and actual attendance during the term of office.

Note 2: As an Audit Committee has been set up in accordance with applicable laws on June 17, 2011, the regulation pertaining to Supervisors is no longer applicable.

(II) Operations of the Audit Committee

The Audit Committee aims at maintaining the quality and integrity of the Board of Directors in its monitoring of Jia Wei's accounting, auditing, financial report procedures, and financial control.

The tasks of the Audit Committee mainly include the following:

◎Establishing or revising the internal control system.

◎Assessing the effectiveness of the internal control system.

◎Establishing or revising the handling procedures for obtaining or disposing of assets, engaging in derivatives trading, giving capital loans to others, endorsement, or offering guarantee:

◎Matters involving Directors' self-interest.

◎Major assets or derivatives transactions.

◎Significant capital loans, providing endorsements/guarantees.

◎Fundraising, issuance or private placement of marketable securities.

◎Appointment and dismissal of finance manager, accounting manager, and head of internal audit.

◎Appointment, dismissal, and compensation of CPAs.

◎Evaluation of the qualifications, independence, and performance of the CPAs.

◎Review of financial reports

◎Legal compliance.

◎Risk management

The Audit Committee convened 6 meetings in the most recent fiscal year and the attendance of Independent Directors is as follows:

Title	Name	Attendance in person	Attendance by proxy	Percentage of attendance in person (%)(Note)	Note
Independent Director	Shou-Te Hsu	6	-	100%	Newly-elected on May 31, 2022.
Independent Director	Chin-Chou Hsu	6	-	100%	Newly-elected on May 31, 2022.
Independent Director	Hui-Chin Wang	3	-	100%	Re-elected on May 27, 2024.

Other required disclosures:

I. In case of one of the following circumstances on the operation of the Audit Committee, the date, session, and proposal content of the Audit Committee meeting, independent directors' dissenting opinions, qualified opinions or major proposals, the resolution result of the Audit Committee meeting, and the handling of the opinions of the Audit Committee by the Corporation shall be stated.

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

<table>
<tr><th>Date of the Audit Committee meeting (Period)</th><th>Proposal Details</th><th>Independent Directors' dissenting opinions, qualified opinions or major proposals</th><th>Resolution of the Audit Committee</th><th>Jia Wei's actions in response to the opinions of the Audit Committee</th></tr>
<tr><td rowspan="4">Jan. 15, 2024
(9th meeting of the 6th-term)</td><td>Increase of the investment budget for the construction of a new factory in Vietnam</td><td rowspan="16">None</td><td rowspan="16">After the Chairman has asked all members in attendance for opinion, the proposal was approved in a resolution without dissent.</td><td rowspan="16">Submitted to the Board of Directors meeting for resolution and handled in accordance to the resolution of the Board.</td></tr>
<tr><td>Increase of the investment for Jia Wei Lifestyle Vietnam Limited Company</td></tr>
<tr><td>Endorsement and guarantee for Jia Wei Lifestyle Vietnam Limited Company</td></tr>
<tr><td>Assessment of the independence and suitability of certified accountants and public fees for appointment and service for 2024.</td></tr>
<tr><td rowspan="4">Mar. 8, 2024
(10th meeting of the 6th-term)</td><td>Appropriation of Directors' remuneration and employee compensation for 2023.</td></tr>
<tr><td>Review of the 2023 Parent Company Only Financial Report, Consolidated Financial Report, and Business Report.</td></tr>
<tr><td>Review of the 2023 Statement of Internal Control System.</td></tr>
<tr><td>The list of non-assurance services was expected to be provided by the accounting firm and its affiliates.</td></tr>
<tr><td rowspan="3">May 13, 2024
(11th meeting of the 6th-term)</td><td>Audit fees for Group Master File reporting and related services</td></tr>
<tr><td>Revision of "Internal Control System" and "Internal Audit System"</td></tr>
<tr><td>Endorsement and guarantee for subsidiary Freshlink Product Development LLC</td></tr>
<tr><td>Aug. 9, 2024
(13th meeting of the 6th-term)</td><td>Change of certifying CPA resulting from internal staff rotation at the CPA firm.</td></tr>
<tr><td rowspan="3">Nov. 12, 2024
(14th meeting of the 6th-term)</td><td>Revision of "Internal Control System" and "Internal Audit System"</td></tr>
<tr><td>Internal Audit Plan of the Internal Control System of 2025.</td></tr>
<tr><td>Audit fees for Group Master File reporting and related services</td></tr>
</table>

(II) Any resolution disapproved by the Audit Committee but approved by more than two-thirds of all Directors: None.

II. Where an independent director recuses himself or herself from a proposal in which he/she has a personal interest, the name of the independent director, the content of proposal, the reason for recusal and the results of the voting should be stated: None.

III. Communication between the Independent Directors, Internal Audit Director and CPAs (It shall include the major matters, methods and results of communication on the company's financial and business status):

Jia Wei's internal audit director communicates the results of audit report with Independent Directors regularly and reports the internal audit reports to the Audit Committee and the Board meetings on a quarterly basis. Jia Wei's internal audit supervisor shall also report any special situations to Independent Directors in a timely manner, if any. In addition, the internal audit director also submits verification report and follow-up reports to the Audit Committee for review on a monthly basis.

Jia Wei's CPAs discuss the status and trend of future legal amendments or financial matters with the Audit Committee at meetings.

Communication among Independent Directors, internal audit supervisors, and CPAs in 2024:

Date	Communication with internal audit supervisors	Communication with CPAs	Communication status
2024/01/15	Internal audit business report Oct. 1, 2023~ Nov. 30, 2023.	Matters related to factory construction in Vietnam	Good
2024/03/08	Internal audit business report Dec. 1, 2023 ~ Jan. 31, 2024. Statement of Internal Control System of 2023	Review of the 2023 Parent Company Only Financial Report and Consolidated Financial Report	
May 13, 2024	Internal audit business report Feb. 1, 2024 ~ Mar. 31, 2024.	Review of the consolidated financial report for the first quarter of 2024	
Aug. 9, 2024	Internal audit business report Apr. 1, 2024 ~ June 30, 2024.	-	
Nov. 12, 2024	Internal audit business report July 1, 2024 ~ Oct. 31, 2024. Internal Control System Internal Audit Plan of 2025	Review of the consolidated financial report for the third quarter of 2024	

Note: (1) If an Independent Director resigns before the end of the year, the resignation date shall be specified in the Note column. The percentage of attendance in person (%) shall be calculated based on the number of meetings held by the Audit Committee and the number of actual attendance during the term of service.

(2) If an independent director is elected before the end of the year, incoming and outgoing independent directors shall be listed accordingly, and the Remark column shall indicate whether the status of an independent director is "outgoing", "incoming" or "re-elected", and the date of election. The percentage of attendance in person (%) shall be calculated based on the number of meetings held by the Audit Committee and the actual number of meetings attended in person during their term of office.

(III) Operations of corporate governance and discrepancies with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof

Evaluation items	Operations			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof.
	Yes	No	Summary	
I. Has the company formulated and disclosed its corporate governance best practice principles in accordance with the Corporate Governance Best Practice Principles for TWSE /TPEx Listed Companies?	V		Jia Wei has established the "Corporate Governance Best Practice Principles" on November 11, 2014 in accordance with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies. In compliance with legal requirements and based on actual circumstances, revisions were made and disclosed on the Market Observation Post System and Jia Wei's website.	No material discrepancy
II. Shareholding structure and shareholders' equity (I) Did the company establish an internal procedure for handling shareholder proposals, inquiries, disputes, and litigation? Are such matters handled according to the internal procedure? (II) Has the company maintained the list of substantial shareholders and ultimate controllers of the substantial shareholders? (III) Has the company established and implemented risks control and firewall mechanisms among its affiliated companies?	V V V		(I) Jia Wei has appointed a spokesperson and dedicated personnel to handle shareholders' proposals, doubts,disputes, and litigation matters based on the "RegulationsGoverning the Management of the Spokesperson System" and the “Operational Procedures for Handling Material Inside Information.” (II) Jia Wei has always maintained the shareholding status of Directors, managers, and top 5% shareholders, and disclosed the status of shareholding in accordance with laws and regulations. (III) Jia Wei has established the "Regulations Governing the Transaction between Enterprise Group and Related Parties" and the "Regulations Governing the Management of Transactions by Subsidiaries" to carry out risk controls and firewall mechanisms among affiliated companies.	No material discrepancy

Evaluation items	Operations			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof.
	Yes	No	Summary	
(IV) Has the company established an internal regulation which prohibits its employees to engage in any transactions of marketable securities with any informationthat is not disclosed in the market?	V		(IV) Jia Wei has designated "Prevention Management of Insider Trading" in the "Internal Control System”, and specified the stock trading control measures taken by insiders from the date they become aware of the company's financial statements or related results in the "Corporate Governance Best Practice Principles" also including (but not limited to) Directors shall not trade their shares during the blackout period of 30 days prior to the announcement of the annual financial report and 15 days prior to the announcement of the quarterly financial reports. The afore-mentioned internal regulations, notification of board meeting dates, and blackout periods prior to the announcement of quarterly financial reports have been disclosed on the official website.	
III. Organization and responsibilities of the Board of Directors				
(I) Has the Board of Directors drafted a diversity policy for its members and specific management objectives and implemented them?	V		(I) Please refer to this Annual Report (Pages 14~17 for diversity policies, objectives and achievements among the members of the Board of Directors of the Company, which have been disclosed at Jia Wei's website.	(I) No material discrepancy
(II) In addition to establishing Compensation Committee and Audit Committee in accordance with laws, would the company voluntarily set up other functional committees?	V		(II) In addition to Compensation Committee and Audit Committee, on May 5, 2023, Jia Wei established a Sustainability Development Committee, serving as the driving force for the Company's sustainability initiatives. Its objectives include promoting environmental sustainability (E), upholding social welfare (S), and implementing corporate governance (G). The Committee regularly reports its achievements and future plans to the Board of Directors.	(II) No material discrepancy

Evaluation items	Operations			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof.
	Yes	No	Summary	
(III) Does the company establish performance assessment measures and methods of Board of Directors, conduct performance assessment regularly every year, submit the performance assessment result to the Board of Directors and use as reference for individual director pay and nomination of successor?	V		(III) Jia Wei has established the performance assessment measures of the Board of Directors. Performance assessment is conducted each year accordingly, and the results of which are used as reference for the selection of individual Directors. Please refer to Pages 26~27 in this Annual Report and the company website for the performance evaluation results of the Board of Directors in 2024.	(III) No material discrepancy
(IV) Does the Company regularly evaluate the independence of the CPA?	V		(IV) Aside from requesting CPAs to provide “Declaration of Independence “and "Audit Quality Indexes (AQIs), Jia Wei assesses the independence of CPAs regularly (once a year) based on the "Measures for Assessment of the Independence of the CPAs". Please see Note 1 for the evaluation items. Besides, the suitability of CPAs is assessed based on AQIs provided to ensure their auditing experience is superior to that of their peers and that their firms possess better professional support and quality control support than the industry standard. Jia Wei will also enhance digital review and its internal quality review procedures. The 2024 and 2025 CPA professional fees and assessment of the independence and suitability of CPAs have been approved by resolutions in the Audit Committee and the Board of Directors meeting separately in meetings convened on Jan. 15, 2024 and Jan. 15, 2025 respectively.	(IV) No material discrepancy

Evaluation items	Operations			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof.
	Yes	No	Summary	
IV. Does the TWSE/TPEx Listed Companies assign competent corporate governance personnel of proper numbers and appoint governance head taking charge of corporate governance and other affairs (including but not limited to providing data required by the Director, supervisor for execution of business, assisting the Director, Supervisors in complying with laws and decrees, handling relevant matters of Meetings of the Board of Directors and Shareholders' Meeting, and making minute books of the Meetings of the Board of Directors and Shareholders' Meeting according to law)?	V		Jia Wei has appointed dedicated unit and personnel to in charge of corporate governance, as well as a corporate governance supervisor to oversee matters related to corporate governance. Please see Note 2 for the status of relevant implementation and continuing studies in 2024.	No material discrepancy
V. Has the company established channels for communication with stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.), maintained the stakeholder section at Jia Wei's website, and appropriately responded to the major CSR issues that stakeholders were concerned with?	V		Jia Wei has good communication channels for shareholders, banks, creditors, employees, customers, and suppliers. We respect and maintain their legal rights and interests. In addition, the stakeholder section is set up at Jia Wei's website. Jia Wei has appointed dedicated personnel to respond to the major CSR issues that stakeholders are concerned with via telephone and mail.	No material discrepancy
VI. Has the company delegated a professional shareholder service agency to handle shareholders' meeting?	V		Jia Wei authorizes Fubon Securities Co., Ltd. to handle affairs of Shareholders' Meeting.	No material discrepancy
VII. Information Disclosure (I) Does the company establish a website to disclose information on finance and corporate governance? (II) Has the company adopted other methods of information disclosure (such as establishing an English language website, delegating personnel to collect and disclose company information, executing spokesperson system, and uploading recordings of investor conferences on	 V V		 (I) Jia Wei has established a website to disclose information on financial operations and corporate governance. Website: https://www.jiaweils.com. (II) Jia Wei has established an English language website, designated personnel to be responsible for information disclosure and collection, and implemented the "Spokesperson System Management Regulations" and the "Operational Procedures for Handling Material Inside Information." Jia Wei	 (I) No material discrepancy (II) No material discrepancy

Evaluation items	Operations			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof.
	Yes	No	Summary	
the official websites)?			has also disclosed information about investor conferences on the official website.	
(III) Does the company publish and report its annual financial report within two months after the end of a fiscal year, and publish and report its financial reports for the first, second and third quarters as well as its operating status for each month before the specified deadline?		V	(III) Jia Wei has not announced and declared annual financial report within two months from the end of financial year, except for the first, second and third quarter financial report and operation situation of each month before the specified deadline.	(III) There is no material discrepancy except that the annual financial report has not been announced within two months after the end of financial year.
VIII. Has the company provided other information that facilitates the understanding of the corporate governance practices (including but not limited to the rights and interests of employees, the rights of employers, investor relations, supplier partnership, stakeholders' rights, Directors' continuing education, implementation of risk management policies and risk measurement standards, implementation of customer policies, and purchase liability insurance for Director)?	V		(1) Employee rights: Jia Wei has established related personnel rules and implemented a pension system to arrange employee group insurance and health checkups. Jia Wei also pays attention to the protection of employees' legal rights according to regulations and laws. (2) Employee care: Jia Wei has established the Employee Welfare Committee to subsidize employees' festival bonuses and various allowances. Jia Wei has a good relationship with employees through providing a welfare system and good education and training system. (3) Investor relations: Appoint a spokesperson and dedicated personnel to handle shareholder proposals, questions or disputes. (4) Supplier relations: Jia Wei has dedicated connection with supplier to maintain good relationship. (5) Stakeholders' rights: Stakeholders may communicate and advise with Jia Wei to maintain the legal rights and interests. (6) Directors' continuing studies: Jia Wei actively encourages continuing education for Directors. Please refer to the Market Observation Post System (MOPS) for details.	No material discrepancy

Evaluation items	Operations			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof.
	Yes	No	Summary	
			(7) Implementation of risk management policies and risk measurement standards: To strengthen the Company's risk management system, enhance risk management functions, and achieve the purpose of sustainable operation, the Board of Directors passed the "Risk Management Policy and Procedures" and risk appetite standards on January 5, 2023. Risk management has been incorporated into the responsibilities of the Audit Committee. Through a comprehensive risk management framework, various risks that may affect the achievement of corporate objectives will be managed. Risk management will be integrated into operational activities and daily management processes to achieve the Company's goals, improve management efficiency, provide reliable information, and allocate resources effectively. For more information on risk management policies, organizational structures, procedures, and operations in 2024, please refer to the Company's website. (8) Implementation of customer policies: The company actively responds to customer needs and deepens customer relationship. (9) Purchase liability insurance for Directors: Jia Wei has stipulated the regulations for the purchase of liability insurance for Directors, and has purchased liability insurance for the Directors since September 17, 2007. The insurance policy is renewed before the insurance policy expires.	

Evaluation items	Operations			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof.
	Yes	No	Summary	
IX. Please state the improved situation concerning the corporate governance evaluation result published in recent years of corporate governance center of TWSE and raise priority strengthening matters and measures concerning the ones not improved: For the 2024 Corporate Governance Evaluation (the 11th), the Company was ranked in the top 36%-50% of TWSE/TPEx listed companies. Moving forward, we will continue to enhance information transparency and promote ESG-related policies such as conducting greenhouse gas inventories, energy conservation and carbon reduction initiatives, and obtaining external validations like ISO certification. These efforts aim to deliver environmental benefits to society, customers, and ourselves, and to actualize sustainable development within the Company.				

Note 1: Items on the CPA Independence Evaluation

Item	Content of Evaluation
1	The CPA has no direct or significant indirect financial interest with Jia Wei.
2	There is no financing or guarantee between the CPA and Jia Wei or any of Jia Wei's Directors.
3	The CPA does not have close business relationships or potential employment with Jia Wei.
4	The CPA is not hired by the consignor or the audit company for a regular job with regular salary or serving as a director or a controller.
5	The CPA is not a director or managers of Jia Wei during the current or most recent two years, and does not have significant influence on the audits.
6	There is no kinship relationship between the CPA and any of Jia Wei's directors, supervisors, or personnel who have a significant influence on the audits.
7	The CPA does not provide non-audit services for Jia Wei that could have a direct impact on the audits.
8	The CPA does not hold stocks or other securities either publicly issued by Jia Wei or through an intermediary.
9	The CPA does not hold a position of Jia Wei's defender or coordinate on behalf of Jia Wei regarding conflicts with other third parties.
10	Has the CPA recused him/herself from accepting the case if his/her service or him/herself has a direct or material indirect relationship with or interest in the matter concerned that may affect his/her fairness and independence?
11	The CPA is not involved in the management competence of Jia Wei as to make decisions.
12	The CPA has not provided audit services to Jia Wei for seven consecutive years.
13	There is no acceptance of gifts or special offers of great value from Jia Wei's directors, supervisors, managers or major shareholders.
14	The CPA does not have disciplinary records from the disciplinary committee for the past two years.

Note 2: Implementation of the corporate governance affairs in 2024 is as follows:

(1) Provided information required for the Directors to fulfill their duties and arranged for their continuing studies.

(2) Facilitated the agenda for the Board meetings and Shareholders' Meetings and the compliance of resolutions.

(3) Drafted the agenda for the Board of Directors and Audit Committee meetings and notified Directors 7 days prior to meetings and provided information on the meetings. Provided prior reminder of recusal when the resolution constituted a conflict of interests, and completed the meeting minutes within 20 days after each meeting.

(4) Handled the pre-registration of the Shareholders' Meeting in accordance with the law; prepared the Notice of Meeting, the Meeting Handbook, and the minutes to the Shareholders' Meeting within the statutory period, and handled revisions to Jia Wei's registry when amendments are made to its rules or during re-elections of Directors.

(5) Status of Continuing Studies:

Course Date	Organizer	Course Name	Training Hours
9/12/2024~ 9/13/2024	Taiwan Corporate Governance Association	Workshop on Climate Risk Assessment and Net Zero Carbon Emissions Advocacy (Tainan)	9
8/14/2024	Institute of Financial Law and Crime Prevention	2024 Corporate Governance Workshop (Phase III) – Case Studies on Shareholders' Meeting Disputes	3

(IV) Organization, responsibilities, and operations of the Compensation Committee

The "Compensation Committee" exists to assist the Board of Directors in executing and evaluation the Company's overall remuneration and welfare policies, as well as Directors' and Managers' remuneration.

1. Profiles of the Members of the Compensation Committee

As of March 31, 2025

Identity	Name / Criteria	Professional qualifications and experience	Criteria for independence	Number of other public companies where the individual concurrently serves as a member of the Compensation Committee
Convener (Independent Director)	Chin-Chou Hsu	Please refer to Pages 5~7, and 11~17 of this Annual Report for information on Directors.	Please refer to Pages 11~13 and 17 of this Annual Report for independence of Directors.	1
Independent Director	Shou-Te Hsu			3
Independent Director	Hui-Chin Wang			None

2. Information on the operations of the Compensation Committee

Jia Wei's Compensation Committee consists of three members. Term of the current committee: from June 20, 2022 to May 30, 2025, the Compensation Committee has convened 6 meetings in the most recent year. The attendance of the members are as follows:

Title	Name	Attendance in person	Attendance by proxy	Percentage of attendance in person (%) (Note)	Note
Independent Director	Chin-Chou Hsu	4	-	100%	Reappointed on June 20, 2022
Independent Director	Shou-Te Hsu	4	-	100%	Newly-elected on June 20, 2022
Independent Director	Hui-Chin Wang	4	-	100%	Appointed as Remuneration Committee Member on Oct. 19, 2023.

Other required disclosures:

Compensation Committee meeting date (Period)	Proposal Details	Compensation Committee Resolution	Jia Wei's treatment of the Compensation Committee's opinion
January 15, 2024 (8th meeting of the 6th-term)	The 2023 year-end bonus distribution plan for Managers.	After the Chairman has asked all members in attendance for opinion, the proposal was approved in a resolution without dissent.	Submitted to the Board of Directors meeting for resolution and handled in accordance to the resolution of the Board.
March 8, 2024 (9th meeting of the 6th-term)	Appropriation of Directors' remuneration and employee compensation for 2023.		
May 13, 2024 (10th meeting of the 6th-term)	Authorization is granted to the Chairman to lawfully and fully represent the Company in the operation of First Design Global, Inc. Approval of the appointment of Directors.		
Aug. 9, 2024 (11th meeting of the 6th-term)	Adjustment to the compensation of Hui-Chin Wang for serving as a member of the Compensation Committee.		
	Appointment of Directors and Supervisors for important subsidiaries		
	Distribution plan of Directors' remuneration for 2023.		
	Distribution plan of employee compensation for 2023.		

I. If the Board of Directors refuses to adopt or amend a recommendation of the Compensation Committee, the date of the meeting, session, content of the motion, resolution by the Board of Directors, and Jia Wei's response to the Compensation Committee's opinion (e.g., if the compensations approved by the Board of Directors exceeds the recommendation of the Compensation Committee, the circumstances and cause for the difference shall be specified) shall be specified: None.

II. If there is any member who opposes or has reservations to the resolution of the Compensation Committee and there is a record or a written statement for it, that record or statement should contain the date of the Board Meeting, the term of the fiscal year, the content of the proposal, and opinions of all members and the follow-up treatments: None.

Note: (1) Where members of the Remuneration Committee resign before the end of the year, the date of resignation shall be indicated in the Remarks column. Actual presence rate (%) shall be calculated by the number of Remuneration Committee meetings convened and times of actual presence during the term of service.

(2) If any member was re-elected before the end of the year, incoming and outgoing members shall be listed accordingly, and the Remark column shall indicate whether the member's status is "Outgoing", "Incoming" or "Re-elected", and the date of re-election. Actual attendance rate (%) shall be calculated using the number of Compensation Committee meetings convened and actual attendance during the term of service.

(V) 1. State of Sustainable Development and Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof:

Item	Implementation Status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
I. Does the Company set up a governance structure to promote sustainable development, and set up a full-time (part-time) unit to promote sustainable development, which is in charge by senior management authorized by the Board of Directors, and the supervision state of the Board of Directors?	V		On May 5th, 2023, the Board of Directors resolved to establish the "Sustainability Development Committee" and approved the "Organization Regulations of the Sustainability Development Committee." This committee serves as the driving force for the Company's sustainability initiatives, with the purpose of developing environmental sustainability (E), upholding social welfare (S), and implementing corporate governance (G). Its responsibilities include formulating sustainability development policies, management guidelines, or promotion plans; monitoring, reviewing and revising of implementation progress; compiling and issuing sustainability reports; regularly reporting to the Board of Directors; and handling other matters as decided by the Board of Directors. Committee members include Independent Director Shou-Te Hsu(chairman), Independent Director Chin-Chou Hsu, and Chairman Jacky Huang. This committee is responsible for planning, coordinating, allocating, and managing sustainability development initiatives, as well as handling meeting-related matters. Each department is represented by its highest-ranking executive and one designated staff member. They collaborate with the committee's initiatives or meeting outcomes and oversee the execution of relevant tasks within their respective departments. They also compile reports on progress and results for submission to the committee, track effectiveness of implementation, and ensure the implementation of sustainability development strategies. In 2024, the "Sustainability Development Committee" convened one meeting to approve our Sustainability Report for 2023. Additionally, on January 15, 2025, a report on the implementation of 2024 sustainability initiatives was presented to the Board of Directors. The report included the Group's progress in implementing greenhouse gas inventories, sustainability-related training programs, and the	No material discrepancy

<table>
<tr><th rowspan="2">Item</th><th colspan="3">Implementation Status</th><th>Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th><th></th></tr>
<tr><td></td><td></td><td></td><td>publication of the sustainability report, etc. The Board assessed and reviewed the progress of relevant strategies and urged the management team to make adjustments as necessary, providing recommendations when needed.</td><td></td></tr>
<tr><td>II. Has the company assessed the environmental, social, and corporate governance risks related to its operations based on the principle of materiality and established related risk management policies or strategies?</td><td>V</td><td></td><td>The Board of Directors of the Company has approved the "Risk Management Policy and Procedures" along with risk appetite standards. Risk management has been incorporated into the responsibilities of the Audit Committee.
The scope of risk assessment primarily covers the Company’s Taiwan headquarters and Heyuan plant. Through discussions among various departments, Jia Wei identifies major risk issues related to the environment, society, and corporate governance. Risk items are then identified through risk identification, analyzed to determine whether it is within the acceptable range (risk tolerance) and countermeasures are proposed.
Risk evaluation result and the countermeasures are as follows:
Environment
<table>
<tr><th>Evaluation items</th><th>Description</th></tr>
<tr><td>Natural Disaster</td><td>1. Routine inspection and maintenance of drainage systems to ensure smooth flow, preventing surface runoff from extreme weather events from damaging plant equipment and products.
2. Regular inspection of plant buildings and facilities, implementing preventive measures to avoid erosion and flooding due to poor drainage, which could affect structural integrity. Building structures are</td></tr>
</table>
</td><td>No material discrepancy</td></tr>
</table>

<table>
<tr><th rowspan="2">Item</th><th colspan="3">Implementation Status</th><th>Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th><th></th></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><td></td><td>reinforced and maintained regularly to mitigate risks from earthquakes and other natural disasters.
3. An emergency response plan with regular drills was established to strengthen personnel response capabilities and reduce operational disruptions or losses caused by natural disasters.</td></tr>
<tr><td>Extreme weather events resulting in water or electricity rationing, or suspensions of water and power supply.</td><td>1. Uninterruptible Power Supply (UPS) with backup generators.
2. Off-site data backup.</td></tr>
</table>
Social
<table>
<tr><th>Evaluation items</th><th>Description</th></tr>
<tr><td>Occupational Safety and Industrial Accident</td><td>1. We comply with occupational safety regulations to develop occupational safety and health procedures in accordance with relevant regulations. Safety and health education and training is conducted to raise employee awareness. As part of this process, we evaluate operational risks and</td></tr>
</table>
</td><td></td></tr>
</table>

Item	Implementation Status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	

	implement continuous improvements to reduce the frequency of workplace accidents. 2. Jia Wei strengthens the management of hazard identification and risk assessment by adopting appropriate preventive measures to ensure the physical and mental well-being of employees.
Labor Shortage	1. Expand recruitment channels, enhance employee training, and improve opportunities for promotion. 2. Strengthen labor-management communication and negotiation to foster a harmonious working relationship. 3. Create a positive work-life environment to stabilize the workforce and reduce turnover. 4. Ensure that current HR management procedures and related administrative operations comply with regulatory requirements.
Product Safety Food Safety	1. Jia Wei provides products that have been under strict testing, responds to customer needs in a timely manner to ensure the quality of customer service, strengthens ties with customers. 2. Jia Wei has insured product liability

Item	Implementation Status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	

	insurance of USD 10 million (insurance certificate No. JCL0504262/ 2024-343) so as to transfer the risk of commodity liability, reduce property losses and improve product safety.

Corporate Governance

Evaluation items	Description
Changes in Trade Conditions (e.g. Trade Barriers and Tariff Regulations)	In response to evolving trade conditions, such as changes in trade barriers and tariff regulations, we initiated an investment project to establish a manufacturing facility in Vietnam in 2023. This strategic move allows us to timely adjust the Group's production and sales policies as well as resource allocation, effectively mitigating the risks associated with reliance on a single production base.
Changes in Interest Rates	1. Stay vigilant of interest rate fluctuations and continuously invest ESG resources to enhance the Company's competitiveness. This can help negotiate more favorable interest rates with financial institutions, thereby reducing costs. 2. Take necessary response measures or leverage various fundraising tools to mitigate the impact of interest rate changes on the Company's profit and loss.

Item	Implementation Status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
			<table><tr><td>Raw Material Supply Shortage</td><td>1. Maintain a minimum of two qualified suppliers for each key raw material and secure long-term supply agreements to reduce reliance on single sources. 2. Establish a safety stock mechanism, with predefined inventory levels. Procurement plans are adjusted flexibly based on market dynamics and customer order trends to ensure adequate supply. 3. To lower inventory pressure while mitigating the risk of stockouts, the procurement team actively coordinates with qualified suppliers to negotiate more flexible quantities and lead times.</td></tr><tr><td>Aging Production Equipment and Obsolete Components</td><td>1. Establish a standardized maintenance program to ensure regular servicing of production equipment and spare parts, thereby minimizing equipment failures and extending operational lifespan. 2. Continuously optimize and improve manufacturing processes to enhance production efficiency and reduce equipment wear and tear.</td></tr><tr><td>Social economy, and legal compliance</td><td>1. Establish governance structures and implement internal control mechanisms to ensure that all personnel and operations of the</td></tr></table>	

<table>
<tr><th rowspan="2">Item</th><th colspan="3">Implementation Status</th><th>Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th><th></th></tr>
<tr><td></td><td></td><td></td><td><table>
<tr><td></td><td>Company adhere to relevant legal regulations.
2. Seek legal or expert opinions in advance for significant decision-making.</td></tr>
<tr><td>Board Functionality Enhancement</td><td>The Company promotes continuing education for board members and has arranged directors and officers liability insurance to mitigate risks arising from legal action or compensation claims</td></tr>
<tr><td>Bribery and Corruption</td><td>1. Clear segregation of duties is enforced to prevent any individual from holding conflicting roles.
2. The Company has established a “Code of Ethical Conduct” and “Guidelines for Ethical Business Practices,” which are regularly audited and reported to the Board of Directors.
3. Ongoing training is conducted to reinforce employee awareness of compliance and internal controls.</td></tr>
<tr><td>Cybersecurity Risk Management</td><td>1. Install network firewalls and activate automatic updates of cybersecurity signatures to prevent system and computer attacks from external sources.
2. Utilize third-party circuit service providers for risk mitigation services to prevent potential network-related losses.</td></tr>
</table></td><td></td></tr>
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Item	Implementation Status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
			(continued) 3. Implement user access controls for remote connections. 4. Apply password protection and access control on computers, software, and folders. 5. Conduct employee awareness campaigns on cybersecurity best practices. 6. Stay abreast of evolving technologies (including cybersecurity risks) and proactively evaluate their potential impact on operations, taking necessary actions in line with market shifts and regulatory requirements.	
			Intellectual Property Management: 1. In the initial stage, the Company's intellectual property (IP) strategy focuses on expanding patent applications; in the mid-term, it emphasizes safeguarding proprietary rights. IP management is under the supervision of the Office of the President, with the President directly overseeing all related matters. Internally, the Company fosters innovation by encouraging employees to propose inventions and utility model designs and supports their participation in international home goods exhibitions to stay abreast of domestic and global design trends.	

<table>
<tr><th rowspan="2">Item</th><th colspan="3">Implementation Status</th><th>Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th><th></th></tr>
<tr><td></td><td></td><td></td><td><table><tr><td></td><td>Externally, the Company maintains close contact with patent authorities in key local and overseas markets. Upon detecting any potential patent infringement, the Office of the President, in coordination with local and international patent attorneys, takes immediate actions such as issuing takedown warnings to protect the Company’s rights.
2. Trade secrets are crucial to the Company’s competitive edge in advanced technology. All relevant design department personnel are bound by confidentiality clauses incorporated into their employment contracts to ensure proper safeguarding of sensitive information.</td></tr></table></td><td></td></tr>
<tr><td>III. Environmental Issues
(I) Has the company established a suitable environmental management system based on the characteristics of its industry?

(II) Has the company committed to improving the efficiency of various resources and utilizing renewable materials that have reduced environmental impact?</td><td>V

V</td><td></td><td>(I) 1. Jia Wei has established a suitable environmental management system based on the characteristics of the industry.
2. Since 2023, the Company has gradually promoted Group-wide greenhouse gas audits following ISO 14064-1 standards and provided employees with training and awareness campaigns on energy-saving and carbon reduction initiatives.
(II) Jia Wei engages in production and manufacturing of green power (hydraulic) products, strives to develop products that meet environmental protection trends and continues to improve the development and production technology of green materials and recycled materials to bring more green benefits for both customers and Jia Wei. Up to now, Jia Wei has launched a variety</td><td>No material discrepancy</td></tr>
</table>

Item	Implementation Status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
			of products with plastic reduction or weight reduction, such as the Ecoluxe series which use R-PET as the raw materials. R-PET is made from regenerated polyester fiber using recycled plastic bottles, which can save energy by about 65%~80% compared with using virgin polyester fiber. That is, about 60% ~ 75% of carbon dioxide emissions is reduced. Every time R-PET material is recycled, it，By investing in a new factory in Vietnam and establishing a specialized production line for R-PET environmentally friendly materials, the Company aims to not only enhance its operational capacity but also effectively reduce environmental impact. Upholding its mission and belief in environmental protection, JiaWei continues to monitor and record carbon emissions, water usage, and waste generation. It seeks to improve resource efficiency through measures such as upgrading production equipment, recycling of packaging materials, promoting paperless operations, establishing online showrooms, phasing out energy-consuming appliances in offices, installing solar water heating systems in employee dormitories, implementing waste sorting and recycling programs, water conservation, and promoting energy-saving practices like turning off lights when not in use. Additionally, the Company encourages employees to commute by bicycles, public transportation, or carpooling, aiming to reduce environmental burden and fulfill its social responsibility as a good corporate citizen.	
(III) Has the company assessed the potential risks and opportunities arising from climate change at present and in the future and taken related countermeasures?	V		(III) In response to global climate change and the greenhouse effect, the Company has initiated an assessment to evaluate the potential risks and opportunities posed by climate change to our business both presently and in the future. This assessment aims to facilitate the implementation of response measures to address climate-related issues effectively. Please refer to Pages 58~64 in this Annual Report.	
(IV) Has the company calculated the greenhouse gas emissions, water consumption, and total weight of waste over the past	V		(IV) Following the ISO 14064-1 standard, JiaWei has gradually commenced the greenhouse gas inventory for the Group since	

Item	Implementation Status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
two years and established the policies with regard to energy conservation and carbon reduction, greenhouse gas reductions, water consumption, and waste management?			2023 and is continuously monitoring and recording carbon emissions, water usage, and waste generation. For data on the Company's greenhouse gas emissions, water consumption, and total waste volume over the past two years, please refer to our Sustainability Report.	
IV. Social Issues (I)Does the company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?	V		(I) Our Company is committed to fulfilling corporate social responsibility by safeguarding the fundamental human rights of all employees. We adhere to principles outlined in international human rights conventions such as the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the UN Global Compact, and conventions of the International Labour Organization. We respect internationally recognized human rights and abide by labor-related regulations in all locations where we operate. We have established a Human Rights Policy and Management Procedure and concrete management plans to treat all our colleagues respectively. The Company invited internal and external experts to conduct training sessions, helping employees stay informed about the latest regulatory changes and raising awareness of human rights protection, thereby reducing the potential risk of related incidents. In 2024, the Company held a training session on human rights protection titled "Prevention of Workplace Sexual Harassment and Unlawful Infringement," with a total of 53 participants, amounting to 106 training hours.	No material discrepancy
(II) Has the company established and offered proper employee benefits (including compensation, leave, and other benefits) and reflected the business performance or results in employee compensation appropriately?	V		(II) **Employee compensation** Jia Wei has established "Management Method for Employee Salary Calculation", "Management Method for Employee Leave" and relevant employee benefits management measures, and allocates employee remuneration based on the operating results of the current year, assessment of employees' annual performance and seniority to motivate colleagues to work together for Jia Wei's goals. Employee compensations are allocated no lower than 3%	

Item	Implementation Status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
			of Jia Wei's profit in the year in accordance with Jia Wei's Articles of Incorporation. **Employee benefits** The parent company has established an Employee Welfare Committee and allocates funds accordingly. The Group's operational locations also plan and provide quality benefits to employees in line with local laws and industry standards, such as: travel, department dinners, birthday gifts, wedding and funeral subsidies and other benefits in accordance with local laws and industry standards. In terms of leave system, Jia Wei provides special leave to employees who continue to work in Jia Wei for a certain period according to the number of days stipulated by the Labor Standards Act on the basis of a fixed two-day weekend. The staff can also apply for allowances or days off in accordance with the labor laws and regulations of the location where each business base is located and the Company's relevant regulations in case of nursery, serious injury, serious accident, etc., to strike a balance between personal needs and family care. **Diversity and equality in workplace** Jia Wei ensures that male and female employees have equal pay for equal work and provide equal opportunities for promotion. In 2024, female employees accounted for 47% and female executives accounted for 37% of the Group's total number of employees. Jia Wei attaches great importance to employees' rights and benefits, shares profits with employees, maintains a good working environment, implements a friendly workplace to ensure safety for our colleagues. Business performance is reflected in employee compensation. In accordance with Article 14 of the Securities and Exchange Act and based on the Company's actual operational needs, the Company's Articles of Incorporation stipulate that a certain percentage of the annual earnings shall be allocated for salary	

Item	Implementation Status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
			adjustments or remuneration distributions to staff-level employees. The relevant provisions are expected to be submitted for approval at the upcoming shareholders' meeting, as excerpted below (Article 22 of the Articles of Incorporation): If there is any profit in the year (i.e. profit before tax before deduction of remuneration allocated to employees and directors), Jia Wei shall allocate no less than 3% of the profit as employee's remuneration. No less than 15% of the employee compensation amount should be allocated for the distribution of compensation to staff-level employees. Distributed by shares or cash by the resolution of the Board of directors. However, if there are still accumulated losses, Jia Wei shall reserve the amount to be covered in advance, and then allocate employees' and Directors' compensation in proportion as stipulated in the preceding paragraph.	
(III) Has the company provided employees with a safe and healthy working environment and routinely conducted safety and health education for employees?	V		(III) The Personnel Unit of each company of the Group is responsible for the employee safety and health and the working environment and implementing protection for work environment and employee personal safety. Please refer to Pages 98~99 in this Annual Report. The factories regularly hold education training and drills for employee safety, environmental sanitation and fire protection to ensure the health and safety of employees during labor. The Group had 23 occupational accidents in 2024, accounting for 0.19% of the total number of employees. The main cause of these work-related injuries was human error during the production process. After the incidents, the unit to which the employee belongs fills out a report to review the causes of the occupational injuries and propose improvement measures. In addition, the personnel unit continues to optimize the working environment for employees, provide education and training concerning occupational safety, and conduct drills to prevent occupational accidents and strengthen workplace safety and health.	

Item	Implementation Status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
			The Group has not experienced any fire-related incidents or casualties in 2024.	
(IV) Has the company established an effective competency development career training program for employees?	V		(IV) The Group has established the "Human Resources anagement Regulations" and conducted employee training projects according to the operational needs of each major operating base, which mainly include "new personnel education and training" and "on-the-job education and training", and the later one is further divided into "internal education and training" and "external education and training". The training projects help colleagues learn and grow constantly, and cultivate their key capabilities. In 2024, a total of 1,795 employee training sessions were completed across the Group, amounting to 2,352 hours of training.	
(V) Has the company followed relevant laws, regulations and international guidelines for the customer health and safety, customer privacy, and marketing and labeling of its products and services and established related consumer protection policies and grievance procedures?	V		(V) The commodities sold by Jia Wei are strictly tested and comply with relevant laws and regulations, and the Sales & Marketing Division is responsible for managing and protecting customer data, and checking them by norms of internal control and training and education.	
(VI) Has the company established the supplier management policies requesting suppliers to comply with laws and regulations related to environmental protection, occupational safety and health or labor rights and supervised their compliance?	V		(VI) In accordance with international quality, environment, and occupational safety management regulations and labor rights norms, the Company stipulates "Supplier Evaluation Management Measures" to evaluate whether suppliers meet the requirement. In addition, Jia Wei regularly carries out assessment of the top 10 suppliers and outsourced raw materials. The Company also signs corporate social responsibility commitments with the top 10 suppliers (23 in total), with a signing ratio of 100%. The "Corporate Social Responsibility Commitment" covers provisions and requirements regarding labor, health and safety, environment, ethical standards, and management systems, such as respecting human rights, improving occupational safety, and providing education, training, and welfare systems. Environmental protection is an integral part of producing world-class products. In the manufacturing process, efforts should be	

Item	Implementation Status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
			made to minimize adverse impacts on communities, the environment, and natural resources, seeking cost-effective methods to improve energy efficiency, reduce energy consumption, and greenhouse gas emissions. Suppliers are expected to comply with quality management systems to ensure the effectiveness of our quality standards.	
V. Did the company, following internationally recognized guidelines, prepare reports such as its Corporate Social Responsibility report to disclose non-financial information of the company? Has the company received assurance or certification of the aforesaid reports from a third party accreditation institution?		V	The Company has compiled and published sustainability reports in accordance with the GRI guidelines issued by the Global Sustainability Reporting Institute (GRI). Please refer to https://mops.twse.com.tw and the Company website.	There is no material discrepancy except for the fact that the sustainability report that has not yet been assured or verified by a third party.
VI. If the company has established the sustainable development best practice principles based on the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, please describe any discrepancy between the Principles and their implementation: No material discrepancy.				
VII. Any important information helpful to facilitate the understanding of sustainable development operations: The sustainability performance of our Company has been disclosed in our sustainability report. Please refer to https://mops.twse.com.tw and the Company website. The Company is headquartered in a prime district of Taipei City and maintains an office in Tainan. As the Tainan office is located outside the city center (Yijia Village, Rende District), the Company has gained a deep understanding of the urban-rural divide and its impacts on business operations, employees, and local communities. In addition to providing job opportunities for local residents, the Company also seeks to extend its support to even more remote areas, contributing to shared prosperity within society as a whole. Recognizing that the younger generation holds the key to the nation's future—and plays a vital role in the development of local communities and the country at large—the Company also seeks to nurture cultural engagement and support the revitalization of the arts. To that end, we participated in the Ministry of Culture's "Culture Points" initiative. The Company identified rural schools in Tainan eligible for the program and offered a supplemental 500 Culture Points to each of the 581 students at National Houbi Senior High School. This initiative aims to narrow the resource gap between urban and rural areas, enabling students from remote regions to access diverse cultural experiences, freely choose artistic activities they enjoy, and broaden their horizons—				

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<tr><td colspan="5">thereby enriching cultural literacy and strengthening the nation’s soft power. Total sponsorship in 2024 amounted to NT$290,500.
In addition, the Company made monetary donations to child welfare organizations to support children’s education and well-being, aspiring to "give children a better world." Donations in 2024 totaled NT$150,000.
The progress of the Company's sustainable development initiatives has been disclosed in our sustainability report. Please refer to MOPS and our company website for more details.</td></tr>
</table>

2. Climate-Related Information of TWSE/TPEx Listed Company

Item	Implementation Status
1. Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	In response to the high degree of uncertainty of climate and the rapid changes in policies and markets, the Company has initiated efforts to convene department heads to identify significant climate risks and opportunities. We are also assessing and estimating the potential impacts of climate change. In addition, we are assessing the risks posed by floods, droughts, typhoons, and high temperatures on our operations, aiming to proactively address climate change and market dynamics. This proactive approach will allow us to promote overall operational strategy planning in advance to adapt to climate change and market trends. The Board of Directors serves as the highest supervisory unit for Jia Wei's sustainable development, guiding the Company's long-term operational strategy and ensuring that the Company fulfills its management duties. The Board urges adjustments and provides recommendations to the management team when necessary to achieve operational sustainability. On May 5, 2023, the Board of Directors decided to establish the 'Sustainability Committee' as the driving unit for the Company's sustainability efforts. The purpose of this committee is to develop sustainability in the areas of Environment (E), Social Responsibility (S), and Corporate Governance (G). Its responsibilities include formulating sustainability policies, management guidelines, or promotion plans, tracking implementation progress, reviewing and revising practices, preparing and issuing sustainability reports, and reporting to the Board regularly (at least once a year) and other matters delegated by the Board to the committee. The "Sustainability Committee" consists of three members appointed by the Board of Directors, with a majority being Independent Directors, including Shou-Te Hsu (Chairman), Chin-Chou Hsu (Independent Director), and Chairman Jacky Huang. As needed, dedicated personnel or an executive secretary may be assigned to handle sustainability planning, coordination, allocation, and meeting-related matters. Each department is led by the highest executive and one designated personnel, who collaborate with the committee's initiatives or meeting outcomes and are responsible for implementing internal tasks within their respective units and compiling progress and results for submission to the committee. They also monitor execution to ensure the implementation of sustainability strategies. Given the close relationship between climate-related issues and sustainability development, these matters fall within the jurisdiction of the committee. In addition, the Board of Directors has approved the "Risk Management Policy and Procedures" along with risk appetite standards, and has integrated risk management within the responsibilities of the Audit Committee. The Audit Committee is also responsible for governing certain climate-related issues.

<table>
<tr>
<td>2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).</td>
<td>Based on the TCFD framework (Task Force on Climate-related Financial Disclosures) set up by the Financial Stability Board (FSB), the Company identifies climate-related "transition risks," "physical risks," and opportunities. Additionally, based on the industry characteristics and market conditions of the company, our short-term is defined as 1-5 years, medium-term as 5-10 years, and long-term as over 10 years.
<table>
<tr><th>Category</th><th>Item</th><th>Duration of Impact</th><th>Impact on the Company’s Strategy, Operation, and Finance</th><th>Response Plan</th></tr>
<tr><td>Physical risks</td><td>Increase in extreme weather events (e.g., drought)</td><td>Short term (1-5 years)</td><td>Operational disruptions at operating locations, resulting in delayed deliveries and decreased revenue.</td><td>Promoting awareness and utilization of water resource cycling at our manufacturing sites, planning investments in water-saving facilities, and concurrently developing emergency response plans to mitigate disaster risks.</td></tr>
<tr><td>Transition Risks</td><td>Market uncertainty</td><td>Short term (1-5 years)</td><td>1. The global carbon tax is on the rise, leading to increased operating costs.
2. Environmental requirements for products have led to stricter verification standards, extended timelines, and increased delivery uncertainties, impacting market expansion.
3. The costs of raw materials and petroleum are interlinked. If raw material prices continue to rise, it may result in reduced profits.</td><td>1~2. Continuously monitor policy implementations in various countries to facilitate early adaptation.
3. In addition to closely monitoring fluctuations in global oil and raw material price, develop green designs using recyclable and biodegradable materials.</td></tr>
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</td>
</tr>
</table>

Item	Implementation Status				
	Category	Item	Duration of Impact	Impact on the Company's Strategy, Operation, and Finance	Response Plan
	Transition Risks	Shift in customer preferences	Short term (1-5 years)	Due to the rising environmental awareness, low-carbon technologies and diverse services will impact customers' preferences for products. If we fail to meet customer demands promptly or take insufficient climate action, it could sabotage our brand reputation and lead to decreased sales."	Through participation in household product exhibitions, we engage closely with customers to gather market insights and trends. We also regularly convene management and marketing meetings to establish communication mechanisms and adjust operational strategies promptly.
		Changes in customer behavior			
		Increased stakeholder concerns and negative feedback	Short term (1-5 years)	Sustainable development issues are receiving significant attention, and the Company's stakeholders (including shareholders, government agencies, employees, customers, suppliers, banks, community residents, certification bodies, etc.) take the Company's sustainability into consideration. Failure to address these issues promptly may lead to reduced investment and willingness to collaborate, violations of relevant regulations, low employee morale, loss of orders, supply chain instability, and challenges in harmonious coexistence with local residents where operations are based.	1. Conduct internal education and training to promote the concept of sustainable development, and gradually integrate sustainable practices into daily operations to enhance stakeholders' positive perception towards the Company. 2. Strengthen corporate governance to establish a culture that emphasizes the Company's commitment to sustainable development and climate-related issues, and actively take actions in this regard.

		Growing sustainability-related demands and regulations	Short term (1-5 years)	In response to the sustainability trend, the Company is actively engaged, involving internal staff as well as hiring external professional organizations or consultants to assist and guide the initiatives, resulting in increased operational expenses.	Engaging external professional institutions or consultants enables the Company to quickly grasp sustainability-related issues and regulations, identify risks and opportunities, and plan or implement corresponding measures. This not only ensures legal compliance but also enhances market competitiveness, making such engagement essential.
	Opportunities	Developing green designs using recyclable and biodegradable materials	Short term (1-5 years)	Since 2019, with the introduction of R-PET (Recycled PET) materials that allows circular economy, we have led the industry with our industry-leading R-PET decorative decal manufacturing process. We have pushed the boundaries of R-PET production technology, progressing from solid colors to printed decals, allowing exceptional design aesthetics to be fully realized in environmentally friendly materials that meet market and customer demands. The usage of R-PET has grown year by year, becoming mainstream market.	Energy conservation and carbon reduction initiatives: Utilizing recycled paper cartons for packaging materials.
		Enhance resource efficiency to reduce operational costs.	Long term (over 10 years)	The Vietnam subsidiary is currently under construction. It implemented wastewater recycling and installing solar power generation equipment to increase resource efficiency and thereby reduce operating costs.	In addition to promoting energy conservation and carbon reduction, we introduced Water Resource Recycling System.

<table>
<tr><th>Item</th><th colspan="3">Implementation Status</th></tr>
<tr><td rowspan="8">3. Describe the financial impact of extreme weather events and transformative actions.</td><td>Category</td><td>Item</td><td>Impact on the Finance</td></tr>
<tr><td>Physical risks</td><td>Increase in extreme weather events (e.g., drought)</td><td>Jia Wei plan to invest in water-saving facilities.</td></tr>
<tr><td rowspan="4">Transition Risks</td><td>Market uncertainty</td><td>1. We continuously develop green designs using recyclable and biodegradable materials, which may result in increased research and development costs.
2. We have increased the sales amount and proportion of green products.
In 2024 and 2023, the sales volume of green products reached 5,606 metric tons and 4,164 metric tons, respectively, with corresponding sales revenue of NT$828,017 thousand and NT$594,185 thousand. The proportion of green product sales to total revenue was 14.46% and 12.50%, respectively, showing growth in both sales amount and share.</td></tr>
<tr><td>Shift in customer preferences</td><td rowspan="2">Although exhibition-related expenses cannot be reduced, they are currently regarded as fixed operating costs.
In 2024, the Company participated in 4 home goods exhibitions and held a total of 23 internal management and sales meetings.</td></tr>
<tr><td>Changes in customer behavior</td></tr>
<tr><td>Increased stakeholder concerns and negative feedback</td><td>Increased manpower and resource allocation lead to higher operating costs.
In 2024, the Company conducted 21 internal training sessions, with a total of 375 participants and 1,209 training hours, incurring an estimated cost of NT$879 thousand.</td></tr>
<tr><td>Transition Risks</td><td>Growing sustainability-related demands and regulations</td><td>Hiring external professional organizations or consultants leads to increased expenses and higher operating costs.
In 2024, the Company participated in 8 external professional organization or consultant-led activities and trainings, with a total of 10 participants and 50 training hours, incurring an estimated cost of NT$45 thousand.</td></tr>
<tr><td>Opportunities</td><td>Developing green designs using recyclable and biodegradable materials</td><td>Jia Wei reduces packaging costs and associated operational expenses and is developing eco-friendly materials to seize early market opportunities.
For details on the proportion of recycled cardboard used and our paperless initiatives aimed at reducing operating costs in 2024, please refer to the Company’s Sustainability Report.
For information on the sales volume, revenue, and revenue ratio of green products, please refer to page 62 of this Annual Report.</td></tr>
</table>

		Enhance resource efficiency to reduce operational costs.	Setting up water recycling and solar power generation equipment increases capital expenditures. The water recycling system installed in the new Vietnam plant amounted to approximately NT$12,383 thousand.
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	To strengthen the Company’s risk management system, enhance risk management functions, and achieve the purpose of sustainable operation, the Board of Directors passed the "Risk Management Policy and Procedures" and risk appetite standards on January 5, 2023. Through a comprehensive risk management framework, various risks that may affect the achievement of corporate objectives will be managed. Risk management will be integrated into operational activities and daily management processes to achieve the Company's goals, improve management efficiency, provide reliable information, and allocate resources effectively. The Board of Directors serves as the highest decision-making body for risk management in the Company. It is responsible for approving risk management policies, procedures, and frameworks, overseeing and ensuring the effective operation of the overall risk management mechanism, and allocating adequate and appropriate resources to ensure effective risk management. Additionally, risk management is incorporated into the authority of the Audit Committee, which oversees the operational mechanisms of risk management. The President's Office is the unit responsible for promoting and executing risk management initiatives, planning, implementing, and supervising risk management-related affairs. Each operating unit is responsible for identifying, analyzing, assessing, and responding to risks within its area, ensuring effective execution of risk management and related control processes in accordance with risk management policies. The Audit Department develops an annual audit plan based on risk assessments, submits audit results and improvement progress to the Board of Directors so as to reduce overall operational risks. The identification, assessment, and management processes for climate risks have been integrated into our existing comprehensive risk management framework. According to the "Risk Management Policy and Procedures," we conduct annual risk assessments using a mechanism that involves risk identification, risk analysis, and risk assessment. There are eight categories of risks, among which are integrity risk, climate change and environmental risk, and other emerging risks. Managers of relevant units identify and analyze risks based on the risk management procedures to assess the likelihood and impact of each risk. They then evaluate and respond to risks according to risk tolerance standards (risk appetite) and regularly(at least once a year) report the status of risk management implementation to the Board of Directors. In response to climate change and environmental risks, the Company adheres to the Task Force on Climate-Related Financial Disclosures (TCFD) framework for the identification of climate-related risks and opportunities. We select climate risk and opportunity factors relevant to the Company, assess the potential impacts these risk factors have on corporate strategy, operations, and finances, and develop and implement corresponding response plans.		

Item	Implementation Status
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.	Currently, the Company does not utilize scenario analysis.
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.	Currently, the Company has no climate-related risk transition plan.
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	Currently, the Company doesn't used internal carbon pricing as a planning tool.
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.	Currently, the Company does not have any climate-related targets set.
9. Greenhouse gas inventory and assurance status, along with reduction targets, strategies, and specific action plans.	According to the sustainability development roadmap for TWSE/TPEx-listed companies: 1. The Parent Company should disclose the 2025 inventory information in 2026., and for the year 2027 by 2028. 2. The merged company should disclose the 2026 inventory information in 2027, and for the year 2028 by 2029. In accordance with the "Operation Rules for Preparation and Filing of Sustainability Reports by Listed Companies" by Taiwan Stock Exchange, the Company shall disclose the inventory information within the aforementioned timeframe, and in 2027, using no later than 2026 as the base year, disclose its 2027 reduction targets, strategies, and specific action plans.

(VI) Performance of ethical corporate management and discrepancy with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof

Evaluation items	Operations			Discrepancy with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
I. Formulating policies and plans for ethical corporate management (I) Has the company established the ethical corporate management policies approved by the Board of Directors and specified in its rules and external documents the ethical corporate management policies and practices and the commitment of the board of directors and senior management to rigorous and thorough implementation of such policies?	V		(I) Ethical corporate management is an important core value to Jia Wei's fulfillment of social responsibility. The Board of Directors have approved the formulation of "Ethical Corporate Management Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct", and Jia Wei also openly discloses relevant information and its commitment and practices of ethical corporate management on its website.	No material discrepancy
(II) Has the company established a risk assessment mechanism against unethical conduct, analyze and assess on a regular basis business activity within its business scope which are at a higher risk of being involved in unethical conduct, and establish prevention programs accordingly, which shall at least include the preventive measures specified in Paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies"?	V		(II) Jia Wei has formulated the "Risk Management Policies and Procedures" and regularly conducts risk assessments once a year. The mechanism for risk assessment includes risk identification, risk analysis, and risk evaluation. Unethical conduct is also included in risk assessment items for relevant departments to conduct risk analysis and propose countermeasures (preventive measures).	
(III) Has the company specified in its prevention programs the operating procedures, guidelines, punishments for violations, and a grievance system and implemented them and review the prevention programs on a regular basis?	V		(III) Jia Wei has formulated procedures, guidelines, penalties for violations and complaint and grievance systems for the Company's "Ethical Corporate Management Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct" and the procedures and implemented and amended in line with relevant laws and actual practices.	
II. Fulfilling ethical corporate management (I) Has the company evaluated the integrity records of its property, and stipulated ethical conduct on its business transactions?	V		(I) Jia Wei has clearly set out its "Ethical Corporate Management Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct" to stipulate the collection of various forms of bribery. In addition, the supplier's qualification is evaluated in accordance with the "Regulations Governing the Evaluation of Suppliers'", and the supplier's qualification is to be revoked and the business relationship is terminated, as the supplier did not achieve	No material discrepancy

Evaluation items	Operations			Discrepancy with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
			criteria and had bad goodwill relationship.	
(II) Has the company set up a dedicated unit under the Board of Directors to promote ethical corporate management and regularly (at least once every year) report to the Board of Directors the implementation of the ethical corporate management policies and prevention programs against unethical conduct?	V		(II) The President's Office is in charge of formulating and supervising the implementation of the ethical management policy and preventive measures, and regularly reports to the Board of Directors at least once a year. The 2024 Ethical Corporate Management Assessment Report has been submitted to the Board of Directors on January 15, 2025. Implementation status of ethical corporate management in 2024: New employees are required to sign a "labor contract" that provides training for work rules and management systems, and clearly disseminates the employees' rights and obligations. Internal and external experts are invited to provide educational training so that employees could understand the latest amendments in the legal environment and avoid committing violations or errors. Training related to ethical corporate management organized in 2024 was the course "Corporate Trade Secret Protection and Implementation," with a total of 54 participants and 108 training hours.	No material discrepancy
(III) Does the company establish policies to prevent conflicts of interest and provide appropriate communication channels, and implement policies properly?	V		(III) Jia Wei has formulated "Ethical Corporate Management Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct" and implements accordingly to prevent conflicts of interests and to provide appropriate reporting channels.	
(IV) Has the company established effective accounting systems and internal control systems to implement ethical corporate management and had its internal audit unit, based on the results of assessment of the risk of involvement in unethical conduct, devise relevant audit plans and audit the compliance with the prevention programs accordingly or entrusted a CPA to conduct the audit?	V		(IV) Jia Wei has established effective accounting systems and internal control system in various loops, and the Auditing Office regularly audits the systems.	
(V) Does the company regularly hold internal and external training for ethical corporate management?	V		(V) Jia Wei regularly organizes educational training for employees, and provides training for work rules and management systems, and clearly disseminates the employees'	

Evaluation items	Operations			Discrepancy with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
			rights and obligations to new employees.	
III. Operations of the corporate whistleblowing system (I) Has the company established a specific whistleblowing and reward system, set up convenient whistleblowing channels and designated appropriate personnel?	V		(I) Jia Wei establishes whistleblowing and reward system according to "Ethical Corporate Management Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct" and "Management Measures for Rewards and Punishments of Employees", and establishes convenient whistleblowing channels and appoints proper acceptance personnel aiming at reported objects.	No material discrepancy
(II) Has the company established the standard operating procedures for investigating reported misconduct, follow-up measures to be adopted after the investigation, and related confidentiality mechanisms?	V		(II) Jia Wei has stated investigation standard operation procedures, successive measures and relevant confidential mechanism after investigation according to "Ethical Corporate Management Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct" and "Management Measures for Rewards and Punishments of Employees", and establishes convenient whistleblowing channels and appoints proper acceptance personnel aiming at reported objects.	
(III) Has the company adopted protection against inappropriate disciplinary actions taken against the whistleblower?	V		(III) Jia Wei shall keep the status and identity of the whistle-blower and the content reporting misconduct confidentially; Jia Wei is committed to protecting the whistleblower's identity from inappropriate disciplinary actions for the whistleblower.	
IV. Strengthening information disclosure Does the company disclose its ethical corporate management policies and the results of its implementation on the company's website and MOPS?	V		Jia Wei discloses the "Ethical Corporate Management Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct" on Jia Wei's website and the Market Observation Post System (MOPS).	No material discrepancy
V. If the company has established its own Ethical Corporate Management Best Practice Principles in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx-Listed Companies", please describe any discrepancies between the prescribed best practices and the actual activities taken by the company: No material discrepancy.				
VI. Other important information to facilitate a better understanding of the company's ethical corporate management policies (e.g. review and amend its policies). (1) Jia Wei reviews and revises the revision and actual condition of "Ethical Corporate Management Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct" in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx-Listed Companies". (2) Jia Wei's Directors shall exercise high degrees of self-discipline. If the meeting items present self-interests to a Director or to the judicial persons they represent, they shall describe the important contents of the interests during the Board meeting.				

Evaluation items	Operations			Discrepancy with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
If it is harmful to the interests of the Company, they shall not join the discussion and shall exercise recusal during the voting and discussion. In addition, they shall not exercise their voting rights on behalf of other Directors. (3) Jia Wei has complied with Company Act, the Securities and Exchange Act, the Commercial Accounting Act, the relevant regulations for companies listed on the TWSE/TPEx and other regulations on business conduct as the basic of the ethical corporate management.				

(VII) Other material information that can enhance the understanding of corporate governance shall be disclosed: Please refer to the Annual Report (Pages 31~38)

(VIII) Implementation of internal control system

1.Statement of Internal Control: Please refer to Market Observation Post System (MOPS): https://mops.twse.com.tw/mops/#/web/t06sg20
Path: Single Entity > Corporate Governance > Company Regulations/Internal Controls > Statement of Internal Control

2. The CPA's review report shall be disclosed if any CPA is commissioned to review the ICS: None.

(IX) Major resolutions adopted by the Shareholders' Meeting and the Board of Directors in the most recent fiscal year up to the publication date of this annual report:

Name of meeting	Date of meeting	Important resolutions	Implementation status
Board of Directors	2024.01.15	1. Approved Jia Wei's increase in investment budget for construction of the Vietnam plant. 2. Approved Jia Wei's increase in investment for Jia Wei Lifestyle Vietnam Limited Company. 3. Approved Jia Wei's proposal to make endorsements/guarantees for Jia Wei Lifestyle Vietnam Limited Company. 4. Approved Jia Wei's assessment of the independence and suitability of certified accountants and public fees for appointment and service. 5. Approved the proposal for Jia Wei's 2023 year-end bonus distribution for managers. 6. Approved Jia Wei's proposal to establish representative office in Dongguan, China. 7. Approved Jia Wei's 2024 Business Plan.	Handled in accordance with resolution
Board of Directors	2024.03.08	1. Approved the allocation proposal for Jia Wei's 2023 remuneration plan of Directors and compensations for employees. 2. Approved Jia Wei's 2023 Parent Company Only Financial Report, Consolidated Financial Report, and Business Report. 3. Approved Jia Wei's plan to distribute cash dividend in 2023. 4. Approved Jia Wei's 2023 Statement of Internal Control System.	1. Handled in accordance with resolution and submitted to the 2024 Shareholders' Meeting. 2. Submitted to the 2024 Shareholders' Meeting for approval. 3. Handled in accordance with resolution and submitted to the 2024 Shareholders' Meeting and distributed on July 9, 2024. 4. Disclosed in the

Name of meeting	Date of meeting	Important resolutions	Implementation status
		5. Approved the list of non-assurance services expected to be provided by the accounting firm and its affiliates. 6. Approved Jia Wei's proposal to amend "Rules of Procedure for Board of Directors Meetings" and "Organizational Regulations of the Audit Committee" 7. Approved the proposal to fill one seat for an Independent Director through by-election. 8. Approved Jia Wei's Proposal for the removal of the non-compete clause for Directors and their Proxies. 9. Approved Jia Wei's 2024 Annual Shareholders' Meeting Agenda. 10. Approved the nomination of the Independent Director candidate.	2023 Annual Report. 5. Handled in accordance with resolution. 6. Handled in accordance with amended procedures. The "Rules of Procedure for Board of Directors Meetings" will be submitted to the 2024 Shareholders' Meeting. 7. Proposed the by-election at the 2024 Shareholders' Meeting. 8. Submitted to the 2024 Shareholders' Meeting for resolution. 9. Handled in accordance with resolution. 10. Proposed the by-election at the 2024 Shareholders' Meeting.
Board of Directors	2024.05.13	1. Approved Jia Wei's consolidated financial report for the first quarter of 2024. 2. Approved audit fees for Group Master File reporting and related services. 3. Approved Jia Wei's proposal to amend the "Internal Control System" and "Internal Audit System." 4. Endorsement and guarantee for subsidiary Freshlink Product Development LLC	1. N/A 2. Handled in accordance with resolution. 3. Handled in accordance with amended procedures. 4. Handled in accordance with resolution..
Annual Shareholders' Meeting	2024.05.27	1. Adoption of Jia Wei's 2023 Business Report and Financial Statements. 2. Adoption of Jia Wei's 2022 Earnings Distribution Plan.	1. N/A 2. Handled in accordance with

Name of meeting	Date of meeting	Important resolutions	Implementation status
		3. Approved the proposal to fill one seat for an Independent Director through election. 4. Approved Jia Wei's Proposal for the removal of the non-compete clause for Directors and their Proxies.	resolution. 3. Approved for registration by the Ministry of Economic Affairs Letter No. Economic-Commerce-11330099710 issued on June 27, 2024. 4. Handled in accordance with resolution.
Board of Directors	2024.08.09	1. Approved the change of certifying CPA resulting from internal staff rotation at the CPA firm. 2. Approved Jia Wei's consolidated financial report for the second quarter of 2024. 3. Approved Jia Wei's proposal to amend "Regulations for the Management of Transactions Between Group Enterprises and Related Parties." 4. Approved the appointment of Directors and Supervisors for significant subsidiaries. 5. Approved the distribution plan of Directors' remuneration for 2023. 6. Approved the distribution plan of employee compensation for 2023 7. Approved Jia Wei's 2023 Sustainability Report.	1. Handled in accordance with resolution. 2. N/A 3. Handled in accordance with amended procedures. 4.~7. Handled in accordance with resolution.
Board of Directors	2024.11.12	1. Approved Jia Wei's consolidated financial report for the third quarter of 2024. 2. Approved amendments to "Sustainability Information Management Procedure." 3. Approved amendments to "Internal Control System" and "Internal Audit System" 4. Approved the 2025 "Internal Control System" and "Internal Audit System" 5. Approved audit fees for Group Master File reporting and related services.	1. N/A 2.~3. Handled in accordance with formulated or amended procedures. 4.~5. Handled in accordance with resolution.
Board of Directors	2025.01.15	1. Change of certifying CPA resulting from internal staff rotation at the CPA firm. 2. Assessment of the independence and suitability of certified accountants and public fees for appointment and service for 2025. 3. Approved the list of non-assurance services was expected to be provided by the accounting firm and its affiliates. 4. Approved the 2024 year-end bonus distribution plan for Managers. 5. Approved Jia Wei's 2025 Business Plan. 6. Approved a full re-election of Directors.	1.~5.、7. Handled in accordance with resolution. 6. Submitted to the 2025 Shareholders' Meeting for a full re-election.

Name of meeting	Date of meeting	Important resolutions	Implementation status
		7. Approved Jia Wei's 2025 Annual Shareholders' Meeting Agenda.	
Board of Directors	2025.03.12	1. Approved the allocation proposal for Jia Wei's 2024 remuneration plan of Directors and compensations for employees. 2. Approved Jia Wei's 2024 parent company-only financial statements, consolidated financial statements and Business Report. 3. Adoption of Jia Wei's 2024 Earnings Distribution Plan. 4. Approval of capital increase through earnings capitalization for issuance of new shares. 5. Approved Jia Wei's 2024 Statement of Internal Control System. 6. Approved amendments to its "Making of Endorsements/Guarantees" 7. Approved the definition of "staff-level employees." 8. Approved amendments to "Articles of Incorporation." 9. Approved the revision of "Internal Control System" and "Internal Audit System" 10. Approved the merger of the wholly-owned subsidiary "Golden Star Ocean Ltd. 11. Approved the nomination of the Director candidate. 12. Approved the removal of the non-compete clause for current Directors and their proxies. 13. Approved additional proposals in Jia Wei's 2025 Annual Shareholders' Meeting agenda.	1. Handled in accordance with resolution and submitted to the 2025 Shareholders' Meeting. 2.~3. Submitted to the 2025 Shareholders' Meeting for approval. 4. Submitted to the 2025 Shareholders' Meeting for resolution. 5. Disclosed on MOPS. 6. Submitted to the 2025 Shareholders' Meeting for resolution. 7. Handled in accordance with resolution. 8. Submitted to the 2025 Shareholders' Meeting for resolution. 9. Handled in accordance with amended procedures. 10. Handled in accordance with resolution. 11. Submitted to the 2025 Shareholders' Meeting for a full re-election. 12. Submitted to the 2025 Shareholders' Meeting for resolution. 13.Handled in accordance with resolution.

(X) During the most recent fiscal year or during the current fiscal year up to the publication date of the Annual Report, if any Directors have expressed any dissenting opinions with respect to a material resolution passed by the Board of Directors, which has been recorded or prepared as a written declaration, the principal content thereof shall be disclosed: None.

IV. Information on CPA Professional Fees:

Information on CPA Professional Fees

Unit: NT$ thousand

<table>
<tr><th>Name of accounting firm</th><th>Name of CPA</th><th>CPA Audit Period</th><th>Audit fees</th><th>Non-audit fees</th><th>Total</th><th>Note</th></tr>
<tr><td rowspan="2">EY Taiwan</td><td>Calvin Chen
Fang-Wen Lee</td><td>2024.01.01
~2024.3.31</td><td rowspan="2">5,400</td><td rowspan="2">1. NT$200,000 for compilation of Group master file report
2. NT$200,000 for CFC report
3.NT$150,000 for supplementary notes on financial statement review
4. NT$80,000 for transfer pricing report</td><td rowspan="2">6,030</td><td rowspan="2">-</td></tr>
<tr><td>Jemmy Yao
Calvin Chen</td><td>2024, 04,01
~2024, 12, 31</td></tr>
</table>

(I) If the auditing firm is replaced and the audit fee paid in the replacement year is lower than the audit fee in the previous year, the amount of the audit fee before and after the replacement shall be disclosed and the reason thereof shall be disclosed: None.

(II) When the audit fees paid for the current fiscal year are lower than those for the previous fiscal year by 10 percent or more, the reduction in the amount of audit fees, reduction percentage, and reason(s) thereof shall be disclosed: None.

V. Information Regarding Replacement of CPAs:

1. Information regarding the former CPAs

<table>
<tr><td>Date of replacement</td><td colspan="3">Q2, 2024 (Note)</td></tr>
<tr><td>Reason for replacement and explanation</td><td colspan="3">Internal rotation at EY Taiwan</td></tr>
<tr><td rowspan="3">Describe whether the Company terminated or the CPAs terminated or did not accept the engagement</td><td>Parties
Status</td><td>CPA</td><td>The Company</td></tr>
<tr><td>Termination of appointment</td><td colspan="2" rowspan="2">N/A</td></tr>
<tr><td>No longer accepted (continued) appointment</td></tr>
<tr><td>Other issues (except for unqualified issues) in the audit reports within the last two years</td><td colspan="3">N/A</td></tr>
<tr><td>Disagreement with the Company?</td><td colspan="3">No</td></tr>
<tr><td>Other disclosures
(Any matters required to be disclosed under sub-items d to g of Article 10.6.A)</td><td colspan="3">None</td></tr>
</table>

Note: According to a letter from EY Taiwan, the original CPAs of the Company responsible for auditing the financial report were CPA Calvin Chen and CPA Fang-Wen Lee. Due to internal rotation at EY Taiwan , the CPAs of the Company were changed to CPA Jemmy Yao and CPA Calvin Chen, beginning Q2, 2024.

2. Information Regarding the Successor CPAs

Name of accounting firm	EY Taiwan
Names of CPAs	Jemmy Yao, Calvin Chen
Date of engagement	Q2, 2024
Subjects discussed and results of any consultation with the CPAs prior to the engagement, regarding the accounting treatment of or application of accounting principles to any specified transaction, or the type of audit opinion that might be issued on the company's financial report	No
Successor CPAs' written opinion regarding the matters of disagreement between the Company and the former CPAs	No

3. Response from the former CPA regarding Item 3 of Subparagraphs 1 and 2, Paragraph 5, Article 10 of the 'Regulations Governing Information to be Published in Annual Reports of Public Companies: Not applicable.

Replacement of CPA in the most recent year and in the subsequent period

1. Information regarding the former CPAs

<table>
<tr><td>Date of replacement</td><td colspan="3">Q1, 2025 (Note)</td></tr>
<tr><td>Reason for replacement and explanation</td><td colspan="3">Internal rotation at EY Taiwan</td></tr>
<tr><td rowspan="3">Describe whether the Company terminated or the CPAs terminated or did not accept the engagement</td><td>Parties / Status</td><td>CPA</td><td>The Company</td></tr>
<tr><td>Termination of appointment</td><td colspan="2" rowspan="2">N/A</td></tr>
<tr><td>No longer accepted (continued) appointment</td></tr>
<tr><td>Other issues (except for unqualified issues) in the audit reports within the last two years</td><td colspan="3">N/A</td></tr>
<tr><td>Disagreement with the Company?</td><td colspan="3">No</td></tr>
<tr><td>Other disclosures (Any matters required to be disclosed under sub-items d to g of Article 10.6.A)</td><td colspan="3">None</td></tr>
</table>

Note: According to a letter from EY Taiwan, the original CPAs of the Company responsible for auditing the financial report were CPA Calvin Chen and CPA Jemmy Yao. In response to the requirements of quality control standards at EY Taiwan , the CPAs of the Company were changed to CPA Jemmy Yao and CPA Dick Hung, beginning Q1, 2025.

2. Information Regarding the Successor CPAs

Name of accounting firm	EY Taiwan
Names of CPAs	Jemmy Yao, Dick Hung
Date of engagement	Q1, 2025
Subjects discussed and results of any consultation with the CPAs prior to the engagement, regarding the accounting treatment of or application of accounting principles to any specified transaction, or the type of audit opinion that might be issued on the company's financial report	No
Successor CPAs' written opinion regarding the matters of disagreement between the Company and the former CPAs	No

3. Response from the former CPA regarding Item 3 of Subparagraphs 1 and 2, Paragraph 5, Article 10 of the 'Regulations Governing Information to be Published in Annual Reports of Public Companies: Not applicable.

VI. The company's Chairman, President, or any managerial officer in charge of finance or accounting operations who has, in the most recent year, held a position at the accounting firm of its CPA or at a related company: None.

VII. Equity transfer and hypothecation change in shareholding and shares pledged by Directors, Managers, and shareholders with 10% shareholdings or more in the most recent year up to the date of publication of this Annual Report:

(I) Changes in Shareholding and Pledged Shares: please refer to
https://mops.twse.com.tw/mops/#/web/query6_1
https://mopsov.twse.com.tw/mops/web/STAMAK03_1
under the following paths:
Single Company > Shareholding Changes/Securities Issuance > Share Transfer Information Inquiry > Insider Shareholding Changes Post-Event Reporting Form
Single Company > Shareholding Changes/Securities Issuance > Insider Pledge/Release of Pledge > Insider Pledge/Release Announcement

(II) The counterparty of share transfer is an affiliate: None

(III) The counterparty of equity pledge is an affiliate: None.

VIII. Top 10 Shareholders who are affiliates, spouses, or within second degree of kinship:

As of March 28, 2025; Unit: share, %

Name	Shares held in person		Shares held by spouse and minor children		Shareholding by nominees		The titles or names and relationships of the top ten shareholders who are affiliates, spouses, or relatives within the second degree of kinship.		Note
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Name	Relationship	
Smart Investment Limited Representative: David Wu	10,345,034	12.88%	-	-	-	-	-	-	-
	-	-	146,656	0.18%	10,345,034	12.88%	Smart Investment Limited, Ya-Fen Wu	Representative, second degree of kinship	
Myott Investment Co., Ltd. Representative: Su-Chen Lin	7,089,310	8.83%	-	-	-	-			
	18,000	0.02%	-	-	-	-	Myott Investment Co. Ltd.	Representative	-
DA-FA Universal Investment Limited Representative: Li-Hua Wu	7,018,294	8.74%	-	-	-	-	Omega Investments Co., Ltd. Hsin-Fu Investment Limited, Li-Hua Wu	Representative Same person, Representative	-
	1,603,044	2.00%	-	-	14,732,294	18.35%	DA-FA Universal Investment Limited, Omega Investments Co., Ltd. Hsin-Fu Investment Limited, Wen-Xin Wu	Representative, second degree of kinship	-
Omega Investments Co., Ltd. Representative: Li-Hua Wu	5,780,000	7.20%	-	-	-	-	DA-FA Universal Investment Limited, Hsin-Fu Investment Limited, Li-Hua Wu	Representative Same person Representative	-
	1,603,044	2.00%	-	-	14,732,294	18.35%	DA-FA Universal Investment Limited, Omega Investments Co., Ltd. Hsin-Fu Investment Limited, Wen-Xin Wu	Representative, second degree of kinship	-
Young Chen Products Inc. Representative: Yung-Chien Cheng	2,738,358	3.41%	-	-	-	-	Grand Bonanza Enterprise Inc.,	Representative Same person	-
	-	-	-	-	3,916,224	4.88%	Young Chen Products Inc., Grand Bonanza Enterprise Inc.	Representative	-
Xiang Xin Investment Limited Representative：Ya-Fen Wu	2,000,000	2.49%	-	-	-	-	-	-	-
	605,000	0.75%	-	-	-	-	Xiang Xin Investment Limited , David Wu	Representative, second degree of kinship	-

Name	Shares held in person		Shares held by spouse and minor children		Shareholding by nominees		The titles or names and relationships of the top ten shareholders who are affiliates, spouses, or relatives within the second degree of kinship.		Note
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Name	Relationship	
Hsin-Fu Investment Limited Representative: Li-Hua Wu	1,934,000	2.41%	-	-	-	-	DA-FA Universal Investment Limited, Omega Investments Co., Ltd. Li-Hua Wu	Representative Same person, Representative	-
	1,603,044	2.00%	-	-	14,732,294	18.35%	DA-FA Universal Investment Limited, Omega Investments Co., Ltd. Hsin-Fu Investment Limited, Wen-Xin Wu	Representative, second degree of kinship	-
Wen-Xin Wu	1,616,989	2.01%	-	-	-	-	Li-Hua Wu	Second degree of kinship	
Li-Hua Wu	1,603,044	2.00%	-	-	14,732,294	18.35%	DA-FA Universal Investment Limited, Omega Investments Co., Ltd. Hsin-Fu Investment Limited, Wen-Xin Wu	Representative, second degree of kinship	-
Grand Bonanza Enterprise Inc. Representative: Yung-Chien Cheng	1,177,866	1.47%	-	-	-	-	Young Chen Products Inc.	Representative Same person	-
	-	-	-	-	3,916,224	4.88%	Young Chen Products Inc. Grand Bonanza Enterprise Inc.	Representative	-

IX. Information on the Number of Shares Held by the Company, Directors, Managerial Officers, and Companies Directly or Indirectly Controlled by the Company:

Consolidated percentage of shareholding

As of December 31, 2024; Unit: Shares; %

Reinvestment companies (Note)	Jia Wei's investment		Investments of Directors and managers and directly or indirectly controlled businesses		Consolidated investments	
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio
Golden Star Ocean Ltd.	-	100	-	-	-	100
Tzeng Shyng Industries Corp.	-	-	-	100	-	100
First Design Global, Inc.	-	99.87	-	0.13	-	100
Achieve Goal Limited	-	100	-	-	-	100
Tzeng Shyng Industries (He Yuan) Co., Ltd. (TSP)	-	-	-	100	-	100
Tzeng Shyng Industries (He Yuan) Co., Ltd. (TSM)	-	-	-	100	-	100
Freshlink Product Development, LLCDBA PREPARA	-	100	-	-	-	100
Jia Wei Lifestyle Vietnam Limited Company	-	100	-	-	-	100

Note : Long-term investment by Jia Wei using the equity method

Chapter 3 Capital Overview

I. Capital and Shares

(I) Source of capital

1.Equity formation

Unit: NT$ thousand; thousand shares

Year and month	Issued price	Authorized capital		Paid-in capital		Note:		
		Number of shares	Amount	Number of shares	Amount	Source of capital	Capital increased by assets other than cash	Others
April , 2005	10	500	5,000	500	5,000	Incorporation	-	Approved by the Ministry of Economic Affairs Official Letter No. 09408312100 dated April 21, 2005
May, 2005	10	20,705	207,050	20,705	207,050	Capital increase of NT$202,050 thousand	-	Approved by the Ministry of Economic Affairs Official Letter No. 09432371340 dated June 30, 2005
Dec, 2005	10	60,000	600,000	24,762	247,620	Capital increase of NT$40,570 thousand	-	Approved by the Ministry of Economic Affairs Official Letter No. 09531573620 dated January 16, 2006
May, 2006	10	60,000	600,000	31,294	312,940	Capital increase of NT$47, 865 thousand	Claim for capital increase of NT$17,455 thousand	Approved by the Ministry of Economic Affairs Official Letter No. 09532344610 dated June 20, 2006
Aug., 2006	10	60,000	600,000	32,294	322,940	Capital increase of NT$10,000 thousand	-	Approved by the Ministry of Economic Affairs Official Letter No. 09532853500 dated September 18, 2006
Nov. 2006	10	60,000	600,000	36,000	360,000	Capital increase of NT$37,060 thousand	-	Approved by the Ministry of Economic Affairs Official Letter No. 09533167780 dated November 24, 2006
Jan., 2007	10	60,000	600,000	38,500	385,000	Capital increase of NT$25,000 thousand	-	Approved by the Ministry of Economic Affairs Official Letter No. 09631622600 dated January 29, 2007
Feb., 2007	10	60,000	600,000	48,350.5	483,505	Capital increase of NT$40,000 thousand Recapitalization of retained earnings NT$46,031 thousand Capital increased by capital surplus NT$ 12,474 thousand	-	Approved by the Ministry of Economic Affairs Official Letter No. 09631711730 dated February 14, 2007
Sep., 2007	10	100,000	1,000,000	60,000	600,000	Capital increase NT$ 70,000 thousand Ordinary share of private offering of NT$46,495 thousand	-	Ministry of Economic Affairs Official Letter No. 09601249510 dated October 11, 2007
Feb., 2007	10	100,000	1,000,000	66,714	667,140	Capital increase NT$ 67,140 thousand	-	Ministry of Economic Affairs Official Letter No. 09700020970 dated March 21, 2008
July, 2008	10	120,000	1,200,000	99,485.6	994,856	Surplus to capital increase NT$ 327,716 thousand	-	Ministry of Economic Affairs Official Letter No. 09700070990 dated August 11, 2008
Nov., 2010	10	200,000	2,000,000	109,434.16	1,094,341.6	Surplus to capital increase NT$ 99,485.6 thousand	-	Ministry of Economic Affairs Official Letter No. 09900117750 dated November 1, 2010
Sep., 2016	10	200,000	2,000,000	181,434.16	1,814,341.6	Ordinary share of private offering of NT$720,000 thousand	-	Private offering: NT$2.25/share Ministry of Economic Affairs

Year and month	Issued price	Authorized capital		Paid-in capital		Note:		
		Number of shares	Amount	Number of shares	Amount	Source of capital	Capital increased by assets other than cash	Others
								Official Letter No. 10500094260 dated September 20, 2016
Oct., 2016	10	200,000	2,000,000	143,246.946	1,432,469.46	Capital reduction for the deficit appropriation NT$ 381,872.14 thousand	-	Ministry of Economic Affairs Official Letter No. 10500103320 dated October 18, 2016
Sep., 2017	10	200,000	2,000,000	77,325.415	773,254.15	Capital reduction for the deficit appropriation NT$ 659,215.31 thousand	-	Ministry of Economic Affairs Official Letter No. 10600091470 dated September 12, 2017
Aug., 2019	10	205,000	2,050,000	92,300.415	923,004.15	Ordinary share of private offering of NT$149,750 thousand	-	Ministry of Economic Affairs Official Letter No. 10801091320 dated August 13, 2019
Dec., 2019	10	205,000	2,050,000	72,300.415	723,004.15	Capital reduction for the deficit appropriation NT$ 200,000 thousand	-	Ministry of Economic Affairs Official Letter No. 10801178580 dated December 3, 2019
Sep., 2021	10	205,000	2,050,000	80,300.415	803,004.15	Capital increase NT$ 80,000 thousand	-	Ministry of Economic Affairs Official Letter No. 11001162760 dated December 3, 2021

2. Share type March 28, 2025; unit: thousand shares

Share type	Approved share capital					Note
	Outstanding shares			Unissued shares	Total	
	Listed	Unlisted	Total			
Ordinary share	68,570.252	-	68,570.252	124,699.585	205,000	-
Ordinary share of private offering	-	11,730.163	11,730.163			-
Total	68,570.252	11,730.163	80,300.415	124,699.585	205,000	-

3. Information related to the general declaration system: None.

(II) List of substantial shareholders

Name, number of shares held, and shareholding percentage of shareholders who hold more than 5% of Jia Wei's shares or are top 10 shareholders:

March 28, 2025

Shares / Major Name of corporate shareholders	Number of shares held (shares)	Shareholding percentage (%)
Smart Investment Company	10,345,034	12.88
Myott Investment Company Limited	7,089,310	8.83
DA-FA Universal Investment Limited	7,018,294	8.74
Omega Investments Co., Ltd.	5,780,000	7.20
Young Chen Products Inc.	2,738,358	3.41
Xiang Xin Investment Limited	2,000,000	2.49
Hsin-Fu Investment Limited	1,934,000	2.41
Wen-Xin Wu	1,616,989	2.01
Li-Hua Wu	1,603,044	2.00
Grand Bonanza Enterprise Inc.	1,177,866	1.47

(III) Jia Wei's dividend policy and its implementation

1. Dividend policy of the Company

The Company's current dividend policy as set forth in its Articles of Incorporation and the proposed amendments to be submitted to this Shareholders' Meeting are as follows:

Revised Content	Current Content	Note
22. If there is any profit in the year (i.e. profit before tax before deduction of remuneration allocated to employees and directors), Jia Wei shall allocate no less than 3% of the profit as employee's remuneration. ***No less than 15% of the employee compensation amount should be allocated for the distribution of compensation to staff-level employees,*** which shall be distributed by shares or cash by the resolution of the Board of directors, including employees of subsidiaries meeting the requirements of laws and regulations. In addition, Jia Wei shall allocate no more than 5% of the profit as director's remuneration. However, if there are still accumulated losses, Jia Wei shall reserve the amount to be covered in advance, and then allocate employees' and Directors' compensation in proportion as stipulated in the preceding paragraph. The allocation of employees' and Directors' compensation shall be reported to the shareholders' meeting. If there are earnings distribution half fiscal year, the payable tax shall be estimated and retained and deficits shall be made up in accordance with laws. Then, 10% of the earnings shall be allocated as the statutory capital reserve. However, when the statutory capital reserve has reached the Company's paid-in capital, the aforementioned ratio does not apply. The special capital reserve shall be withdrawn or revolved when necessary, and any earnings plus the accumulated undistributed earnings in the previous quarter shall be added as shareholders' bonus. The Board of Directors shall prepare the distribution proposal after reserving earnings as operation needs, and submit to the shareholders' meeting for resolution of distribution of shareholder dividends. If there is any surplus in the annual general report, Jia Wei shall first pay taxes and make up for the accumulated losses, and then withdraw 10% of the surplus for the statutory surplus reserve, except when the statutory surplus reserve has reached the paid-in capital of Jia Wei. If necessary, the special surplus reserve shall be withdrawn or reversed in accordance with the law. The surplus if any plus the accumulated undistributed surplus of the previous quarter shall be deemed as surplus available for distribution. The Board of Directors shall prepare a surplus distribution plan. When the surplus is to be distributed in cash, the proposal shall be approved by the Board of Directors. When surplus is to be distributed by issuing new shares, the proposal shall be submitted to the shareholders' meeting for resolution before distribution. The Company may, with due consideration to financial, business, or operation factors, appropriate all or a part of the reserve to issue new shares or distribute cash to shareholders in accordance with the laws or the regulations of the competent authority. Where profits are distributed in cash, it may be processed based on a resolution of the Board of Directors in accordance with Article 241 of the Company Act. The proposal shall also be reported to the shareholder's meeting but the ratification of the shareholder's meeting shall not be required. Dividend policies Jia Wei is in an industry with constantly changing environment. When allocating surplus, Jia Wei shall examine Jia Wei's financial structure and the needs of its expected future expenditures, and distribute surplus according to laws and the Articles of Association. The amount of surplus distribution shall account for more than 20% of the surplus available for distribution, of which the cash dividends distributed shall not be less than 10% of the total dividend distribution.	22. If there is any profit in the year (i.e. profit before tax before deduction of remuneration allocated to employees and directors), Jia Wei shall allocate no less than 3% of the profit as employee's remuneration, which shall be distributed by shares or cash by the resolution of the Board of directors, ***including employees of subsidiaries meeting the requirements of laws and regulations.*** In addition, Jia Wei shall allocate no more than 5% of the profit as director's remuneration. However, if there are still accumulated losses, Jia Wei shall reserve the amount to be covered in advance, and then allocate employees' and Directors' compensation in proportion as stipulated in the preceding paragraph. 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The amount of surplus distribution shall account for more than 20% of the surplus available for distribution, of which the cash dividends distributed shall not be less than 10% of the total dividend distribution.	Handled pursuant to the revised Article 14, Paragraph 6 of the Securities and Exchange Act.

2. Distribution of dividends proposed at this Shareholders' Meeting:
Please refer to the earnings distribution statement on Page 84 of this Annual Report for the distribution of dividends proposed at this Shareholders' Meeting.
3. When there is expected to be a significant change in the dividend policy, it shall be explained:
Please refer to the preceding paragraph on the previous page.

(IV) Impact of the stock grants proposed at the Shareholders' Meeting on Jia Wei's business performance and earnings per share (EPS): The Company has not disclosed financial forecasts for the year 2024; therefore, this item is not applicable.

(V) Remuneration of employees and Directors
1. The percentages or ranges of employees' compensations and Directors' remuneration as set forth in the Articles of Incorporation: Please refer to Page 81 of this Annual Report

2. Accounting treatment for the basis of estimating the amount of the employees' compensations and Directors' remuneration for this fiscal period, the basis of calculating the number of shares to be distributed as employee compensation, and for any discrepancy between the actual amount distributed and the estimated figures.
The estimation basis of employees' compensations and Directors' remuneration is based on the aforementioned Articles of Incorporation. If the actual distribution amounts differ from the and estimated amount, it will be regarded as changes in accounting estimates, the difference and will be accounted for as profit or loss of the period in the resolution of the Shareholders' Meeting.

3. Information on any approval by the Board of Directors of distribution of remuneration:
(1) If the employee's compensations and director's remuneration distributed in cash or shares differ from the annual estimated amount of the recognized expenses, the difference, cause and treatment shall be disclosed:

Item	Resolution of Board of Directors Meeting Allocation amount by resolution of the Board of Directors (A)	Estimated Amount Recognized as Annual Expenses (B) Estimated Amount (B)	Difference (A-B)	Reasons for discrepancy and processing method Status
Employee Compensations (In cash)	30,126,474	30,126,474	0	Not applicable.
Remuneration of directors (In cash)	30,126,474	30,126,474	0	

(2) Amount of compensations of employees distributed in shares, and its percentage to the sum of net profit after tax stated in the parent company-only or individual financial statements of the current period and the total amount: None.

4. Actual distribution of employees' and Directors' compensation for the previous fiscal year:

2023	Resolution of Board of Directors Meeting Allocation amount by resolution	Actual distribution	Difference with the Amount	Reasons for discrepancy and processing method Status
Employee Compensations (In cash)	21,363,999	21,363,999	0	Not applicable.
Remuneration of directors (In cash)	21,363,999	21,363,999	0	

(VI) Company share redemption status: None.

II. Corporate Bonds: None.

III. Preferred Shares: None.

IV. Participation in Global Depository Receipts: None

V. Handling of Employee Stock Option Certificate: None.
Issuance of New Shares with Restricted Employee Rights: None.

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

VII. Capital Utilization Plan and Its Implementation:

As of the quarter before the publication date of this Annual Report, the previously issued marketable securities that have been completed or the private offering of securities that have been completed but the beneficial results are not significant in the past three years: None.

Jia Wei Lifestyle, Inc.
Statement of Earnings Distribution
2024

Unit: NT$

Beginning undistributed earnings	391,733,715
Plus: Net income after tax	549,635,975
Less: Provision for statutory surplus reserves (10%) (Note 1)	(54,963,598)
Reversal from special reserve (Note 2)	13,061,437
Surplus available for distribution	899,467,529
Distribution Items	
Shareholder dividentds: Cash	
Allocation for the year 2024 (Board meeting on Mar.12, 2025)	(200,751,037)
Shareholder dividentds: Stocks	
Allocation for the year 2024 (Board meeting on Mar.12, 2025)	(40,150,200)
Undistributed earnings at the end of the period	658,566,292

Note 1: Net after-tax profit of the current period is NT$ 549,635,975, plus items other than net after-tax profit of the current period are included in the undistributed surplus of the current year of NT$ 0)*10%=NT$54,963,598

Note 2: Given that the Company's other equity has turned positive, reaching NT$71,832,079, the requirement to appropriate a special earnings reserve pursuant to FSC Letter No. 1010012865 dated April 6, 2012, is not applicable for this period. Furthermore, the special earnings reserve previously appropriated in the amount of NT$13,061,437 is to be reversed.

Jacky Huang	David Wu	Kelly Ko
Person in Charge	Manager	Chief Accountant

Chapter 4 Operational Highlights

I. Business Scope

(I) **Business scope**

1. Main content of business operations

Jia Wei is principally engaged in the design, production and sales of home products.

2. Current business proportion of Jia Wei's main businesses

Unit: NT$ thousand

Product Category	2024		2023	
	Amount	%	Amount	%
Home products	5,724,758	100.00	4,752,422	100.00
Total	5,724,758	100.00	4,752,422	100.00

3. Current product items

Products	Main purpose or function
Home products	Designing, producing, and selling functional, fun, and ingenious home products by infusing global fashion trends and aesthetics so as to enhance the quality of people's daily lives.

4. New products and services to be developed

In addition to the current tableware, Jia Wei will strengthen the design and development of peripherals and take advantage of the business opportunities with stable, high-quality, and diverse design to avoid the falling into price oriented competition.

In addition, Jia Wei expand the field of kitchenware products, develop new products and markets through high texture design of brand image and fashion aesthetics, and continue to develop decomposable materials in response to the new trend of ESG net zero in the world.

(II) **Industry overview**

1. Current state and development of the industry

As the global economy continues to transition from an industrial economy to one that is service, knowledge, and innovation-oriented, the world is also crossing over to an era of experience-based economy. An industry's competitive strengths not only lies in its land, capital, or productivity, but also the integration of knowledge, creativity, culture, and unique characteristics. This allows a design to encompass more than the underlying concepts, but also to formulate objects that connect people's lives and cultures. The imaginations between design and living also become more complex and diverse, further promoting changes in "the meaning of living and consumer values". The houseware product industry is deeply intertwined with the population and economy, as well as a reflection of culture. We aim to enhance the quality of home products that bring positive experience in terms of sight and touch, while combining an elegant home environment with a refined taste that encourages a lifestyle centered on enjoyment. Currently, Jia Wei mostly sells to the US market whose home goods market is primarily sold through large chain retailers, and the ups and downs of the retail industry reflect the development of the home goods industry. More will be elaborated below.

In 2024, the U.S. economy continued to benefit from post-pandemic momentum. As inflation gradually declined toward the Federal Reserve’s target range, the benchmark interest rate was adjusted downward in stages. Combined with the launch of products and services aligned with the AI technology trend, these factors contributed to a boost in consumer spending. This trend was also reflected in the performance of major retail companies: Amazon's retail-related revenue grew by 8.3%, Walmart's annual revenue increased by 5.1%, and Costco saw growth of 8.3%.

However, following the presidential election, a new administration's protectionist policies intensified geopolitical tensions. Ongoing trade disputes, negotiations over ceasefire terms in the Russia-Ukraine conflict, and domestic backlash from supporters of various policy directions have all added uncertainty to the economic outlook for 2025. As a result, while most major U.S. retailers, including Amazon, Walmart, TJX, Target, and Kroger, have issued growth-oriented financial forecasts for the year, a few retailers, such as Ross and Kohl's, anticipate a decline in their financial performance.

The top ten retailers in the United States in 2024 are ranked as follows:

Unit: US$1 billion

Rank	Company	2023 U.S. Retail Sales
1	Walmart	$533.96
2	Amazon.com	$250.11
3	Costco Wholesale	$175.39
4	The Kroger Co.	$149.61
5	The Home Depot	$141.45
6	CVS Health Corporation	$113.92
7	Target	$105.84
8	Walgreens Boots Alliance	$105.10
9	Lowe's Companies	$84.04
10	Albertsons Companies	$77.86

Source: National Retail Federation (NRF)

Among them, Walmart is the largest multinational physical retail enterprise in the United States. Walmart began investing in e-commerce market in 2014, and besides selling fresh produce online to offer more convenient and efficient consumer experiences, it further collects customer data through membership and subscriptions to provide more personalized services. Through Walmart's physical stores all over the United States, its whole goods and delivery speed, coupled with the convenience of picking up goods, its overall revenue performance exceeds that of its peers.

In addition to dedicating efforts to developing online transactions through physical stores, e-commerce giant Amazon has also integrated offline physical stores. After acquiring the Whole Foods Market, a fresh food supermarket, in recent years, Amazon has opened physical stores such as Amazon Fresh and Amazon Go, utilizing the unmanned checkout technology "Just Walk Out". Consumers can place items into a smart shopping cart (Dash Cart) and scan a QR code to download the Amazon app. The smart shopping cart automatically recognizes the consumer's identity, and when the consumer passes through the checkout area, the system automatically deducts the payment for the goods, thereby saving customers time waiting in line to check out.

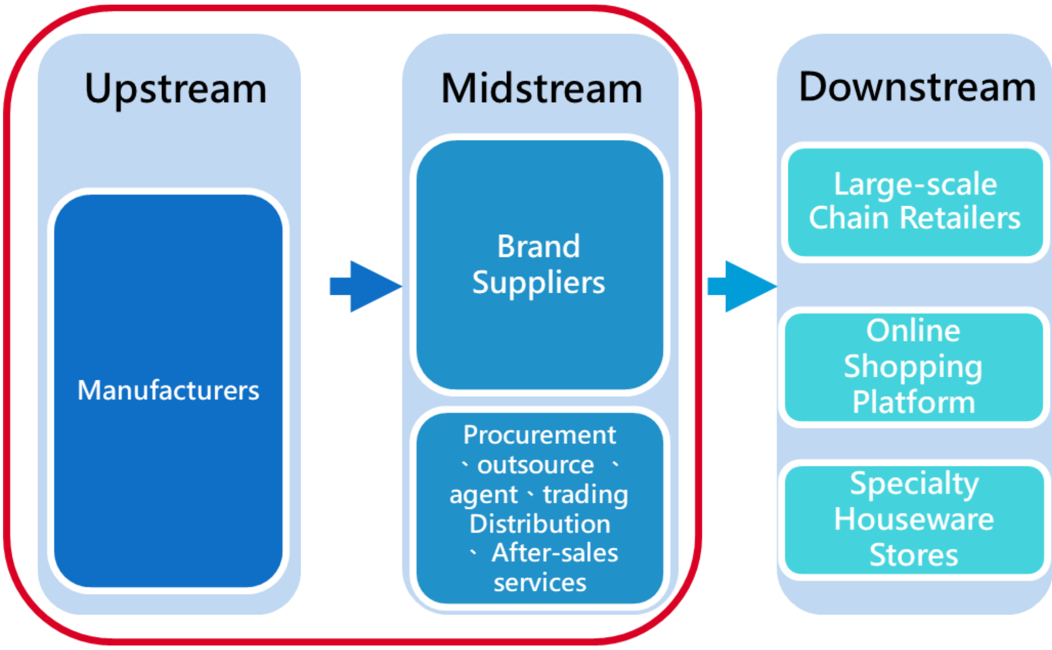
In the emerging customer experience era, the omnichannel strategy, which integrates online/offline touchpoints, has become a battleground for businesses. By providing consumers with uninterrupted shopping experience and delivery, the aim is to increase market share. According to the statistics by US Census Bureau, the e-commerce sales amounted to $1.1926 trillion in 2024, representing a growth of 8.1% compared to 2023. In terms of retail categories, e-commerce accounts for 16.1% of total retail sales, which is a slight increase compared to 2023.

Home products have become more trendy, more diverse and more alternatives are offered, prompting consumers to opt for search and screening functions online rather than traditional purchasing behavior of browsing through the entire store. After clothing and consumer electronics, this new trend has led home product industry to become a new battleground for worldwide e-commerce platforms. According to the research report of *Research and Markets* in October 2024, the scale of the global tableware market in 2024 is US $53.35 billion, which is expected to grow to US $77.69 billion in 2030, and the average compound growth rate from 2024 to 2030 will reach 6.37%, With global market demand estimated to continue, the growth momentum of our Company's home products is expected to grow stronger.

2. Correlation among upstream, midstream, and downstream of the industry

The upstream of household goods industry are manufacturers of various commodities, the middle reaches are brand companies and agents, and the lower reaches are channels for various commodities, including retailers, online platform providers, specialty stores and brand manufacturers. In 2019, in order to improve operations, increase profits, promote competitiveness, and achieve sustainability, Jia Wei acquired blue chip and brand companies in the housewares industry. With firm sales, manufacturing strength, innovative and diversified design, and strong brand management, Jia Wei sought access to new partners among upstream and midstream industries, so as to vertically integrate and enhance overall competitiveness.

Correlation among upstream, midstream, and downstream of the houseware industry



3. Product development trends and competition

(1) Specialized product and customer service

The market is highly competitive, and Jia Wei must expand the business layout, create market segmentation, establish a complete product line, and have a good command of product knowledge, design and trend so as to provide diversified value-added services.

(2) Development and design capability and speed

As a result of the diverse product categories of home products, designing leading fashion styles, colors and models is the necessary factor to obtain the orders. In addition, it is a key competitive advantage to develop the mold making samples in time.

(3) Upstream and downstream vertical integration

Jia Wei has upstream manufacturing plants and sales teams that directly cater to customers, providing us with vertical integration benefits.

(4) Houseware product exhibitions are becoming more international, professional and growing in

scale.
Through large-scale exhibitions, the visibility of Jia Wei, customers, and the competitors will be enhanced, and Jia Wei will seize the opportunities for cooperative relationship that will benefit all sides.

(III) **Technology and R&D Overview**

1. R&D Investments in the most recent year

Unit: NT$ thousand

Item	2024
Research and development expenses	143,941
Operating revenue	5,724,758
Ratio of R&D expenses to operating revenue (%)	2.51%

2. Successfully developed technologies or products in the past years

2024	a. The Company's Prepara brand won the "Chicago Athenaeum Good Design" Award with Salad Pod. b. The Company received 26 patents and 8 trademarks. Additionally, the Company's Prepara brand won 5 more patents and 2 trademarks.

3. Future R&D plans and estimated expenses

Plan approach	Description of the plan
Kitchenware product R&D	a. Continue to develop kitchenware products using diverse and distinctive materials such as glass, iron and steel and wood. We expect to develop a series of products that emphasize both functionality and design to facilitate market development. b. Develop e-commerce market, increase product exposure, and expand market share.
Strengthen mold designs	After using 3D modeling, a new product is developed with a digital printer, replacing the manual mold opening in the past, so as to improve the efficiency and diversity of product development.
Research and develop environmentally-friendly materials and use recycled plastics	a. Research and develop environmentally-friendly materials to reduce the ratio of plastic consumption b. Use recycled plastics to reduce reliance on plastic raw material

Jia Wei is committed to long-term research and development to boost our competitive edge, and we expect to invest in R&D expenses that will reach 1.5% ~ 3% of the annual revenue for the next year.

(IV) **Long-term/Short-term business development plans**

1. Long-term development plans

(1) Move forward to the target of the merger and acquisition of the professional brands.
(2) Develop and apply environmentally friendly materials.
(3) Integrate group resources and pursue steady profits.
(4) Actively cultivate talents and ensure sustainable operations.

2. Short-term development plans

(1) Integrate information system efficiency to meet the needs of global multi-site business.
(2) Expansion of kitchenware business.

(3) Deeply cultivate customer relations and respond to customer needs.

(4) Investment in establishing a production base in Vietnam to diversify the risk of a single production location.

II. Market and Sales Overview

(I) Market analysis

1. Sales regions of main products

Unit: NT$ thousand；%

Year		2024		2023	
Item	Area	Amount	%	Amount	%
Foreign sales	Asia	170,606	2.98	146,992	3.09
	America	5,325,969	93.03	4,425,418	93.12
	Europe	178,746	3.12	158,056	3.33
	Others	23,747	0.42	14,883	0.31
Domestic sales		25,690	0.45	7,073	0.15
Total		5,724,758	100.00	4,752,422	100.00

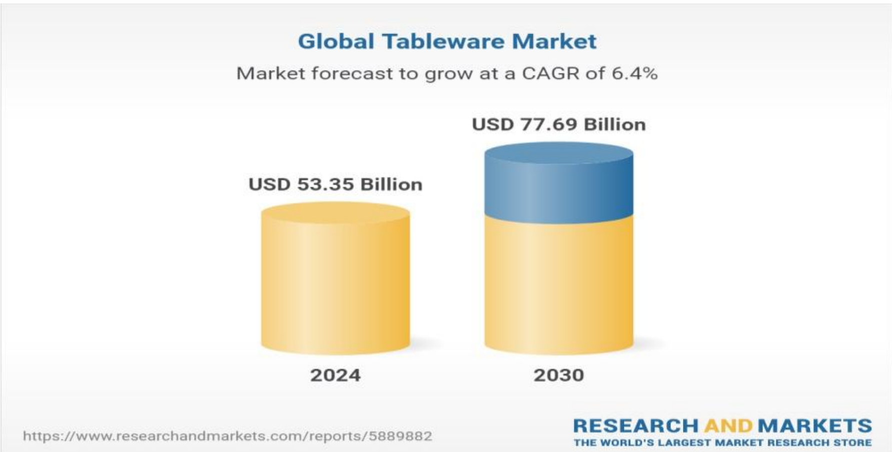
2. Market share

Jia Wei is a professional designer and manufacturer of household products, mainly exported to the United States. Three of the Company's core clients are ranked among the top ten retail companies in the United States in 2024. Moreover, our company's shipments to these core customers generated a revenue of $129 million. Considering the trend of the retail industry where the big players are getting bigger, the overall data of the US market is relevant and informative. According to the statistical data released by the market research organization *Metastat Insight and Technologies*, the overall sales value of the U.S. tableware market in 2024 was $2.618 billion. If Jia Wei's annual operating revenue was about $159 million, we accounted for about 6.07% of the U.S. tableware market.

3. The supply/demand status and growth potential of the future market

(1) Global kitchenware market continues to grow

Global kitchenware market size from 2024 to 2030

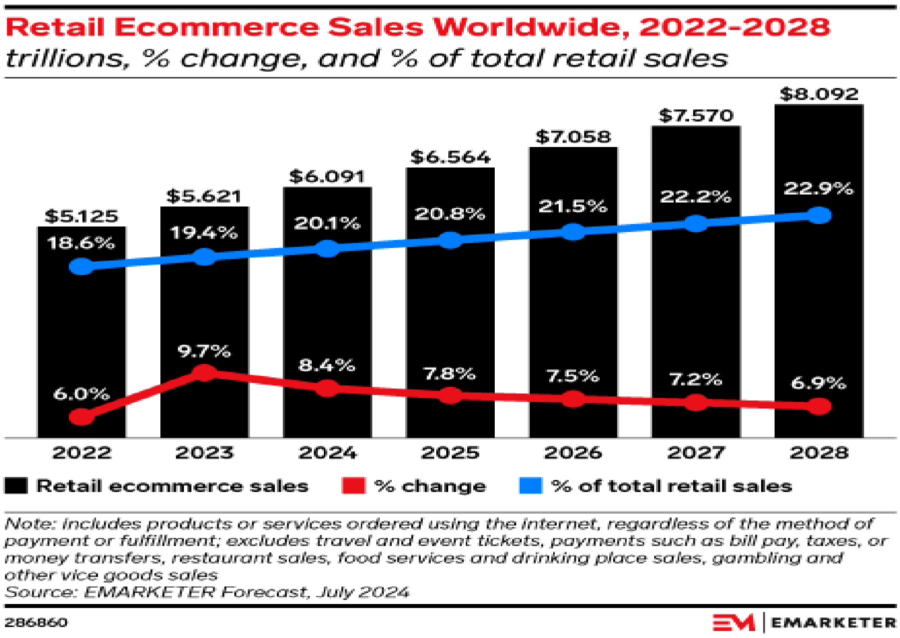


Source: Research and markets（2024/10）

The world's focus on kitchenware products is shifting toward safety and environmental friendliness. Jia Wei's future developments will gradually turn toward quality and health, as food and beverages and kitchenware that can portray lifestyle quality and realize a healthier life will be increasingly popular. As consumer demand continues to drive its growth, the global kitchenware products will be more focused on product design, materials, and quality, and healthier, eco-friendly, refined, and fashionable kitchenware products will be developed. According to Research and Markets' research report in Octorber 2024, the size of the global kitchenware market was US$53.35 billion in 2024, and is expected to grow to US$77.69 billion by 2030. The compound average growth rate (CAGR) from 2024 to 2030 may reach 6.37%, and will continue to show steady growth.

(2) Global ecommerce retail market continues to grow

Global e-commerce market size from 2022 to 2028

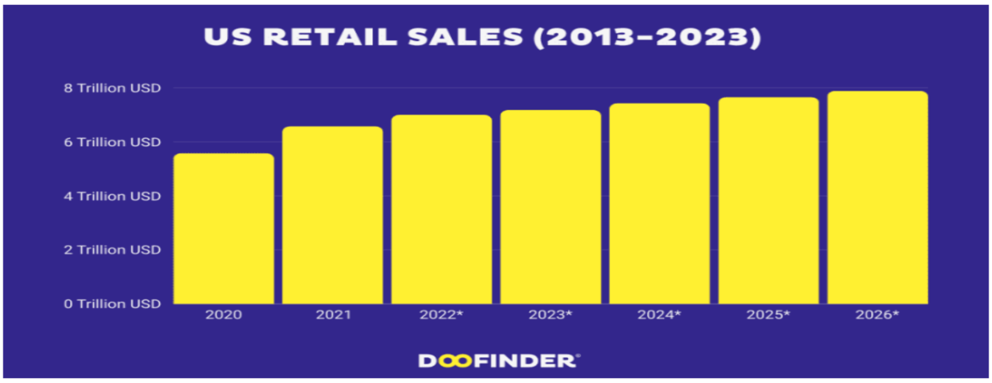


Source: eMarketer, September 2024

In recent years, online shopping has become one of the most popular online activities in the world. The development of e-commerce continues to evolve and sales continue to grow. According to the statistical data of research institution eMarketer (as shown in the figure above), it is estimated that the sales of global e-commerce retail market will grow from US $5.13 trillion to US $8.09 trillion year by year from 2022 to 2028, and the proportion in the total global retail market will also grow from 18.6% to 22.9%, It shows that the proportion of the global e-commerce retail market in the retail industry has gradually increased, and the market scale has also continued to grow. There is still great development space and potential in the future. With such ongoing market trends, it is expected that e-commerce will be an important growth driver for the demand of houseware market.

(3) Overall retail industry in the U.S. continues to grow

Scale of overall U.S. retail industry from 2020 to 2026



Source: DOOFINDER

The retail industry's transformation into the AI era has become a global trend. With the rapid advancement of artificial intelligence technologies, an increasing number of retailers are employing AI to enhance customer experience, optimize operational efficiency, and drive sales growth. Current AI applications in the retail sector include personalized recommendation systems, intelligent customer service, big data sales analysis, automated checkout, logistics and warehouse management, and customer feedback analysis. According to statistics from DOOFINDER (as shown in the chart above), the U.S. retail market is projected to grow steadily from USD 5.58 trillion in 2020 to USD 7.89 trillion by 2026. As the U.S. retail market continues to expand, the Company's home furnishing products are also expected to grow accordingly.

In conclusion, the continuing expansion of the global kitchenware market, the emergence of diverse channels in e-commerce, along with AI technology applications have driven the continued growth of the global e-commerce retail market. This in turn has led the overall U.S. retail industry to continue to grow, leading to a favorable forecast for Jia Wei's market development.

4. Competitive niche

(1) Competitive industry know-how and experience

Having produced and promoted our major products for a long time, Jia Wei has already developed a stable market share and product awareness and continues to stay on up of industry and market trends, production capacity, and technical development. Moreover, Jia Wei's ample production capacity, market know-how and understanding of customer demand allow us to provide comprehensive design and production services.

(2) Upstream and downstream vertical integration capability

Jia Wei has upstream manufacturing plants and downstream acquired the world's largest retailers as our customers, creating vertical integration synergies. We maintain rigorous manufacturing standards from product development, production, to sales, and continue to increase cost effectiveness at each stage while maintaining principles of stable product quality and continuous supply, thereby enhancing our competitive advantage.

(3) Product development/design skills and speed

As a result of the diverse product categories in houseware, besides designing leading fashion styles, colors, and models, the ability to develop molds to produce samples in a timely manner has also become a key competitive advantage. Jia Wei's design team has the energy of development for decades and provides customers with complete product solutions. In order to strengthen mold design, after using 3D modeling, Jia Wei develops new products with digital printers instead of manual mold opening in the past, so as to improve product development efficiency and diversity, so as to establish common growth and maintain long-term good cooperative relations with customers.

(4) Specialized product and customer service

Due to intense market competition, Jia Wei has undertaken market segmentation and built comprehensive product lines through diversified business operations. In addition, diverse, value-added services will be enabled through product know-how, creating environmentally-friendly designs in the future, and staying on top of current trends. Moreover, Jia Wei's Prepara brand is an American kitchenware company competent in its brand image, design patents and international channels, and we will continue to develop the kitchenware market to carve more market share.

(5) Strong customer base

Jia Wei's major customers are large-scale retailors in the U.S., including Walmart, Target, and Costco, and our quality has been much acknowledged by our customers.

5. Favorable and unfavorable factors of development prospect and response measures

(1) Favorable factors

A. Sensitivity to design and fashion trends

As the world embraces "experience-based economy", Jia Wei needs to develop a sensitivity to the ongoing trends in global houseware industry in each year. We also need to blend aesthetics with customer-oriented experience, and to focus on the quality of life and contemporary fashion during product design, so as to design quality products and services. By setting "lifestyle" as a key role, Jia Wei can enhance quality of life and its touching moments, thereby increasing consumers' intent to purchase.

B. Well-rounded professional manufacturer in the houseware industry

As the world becomes more globalized, famous global brands are seeking partnerships with well-rounded production suppliers with design, production skills, stable supply, high quality and relatively advantages of price. To this means, Jia Wei has solid strengths in sales, production, innovation and design, and own-brand management, and these capabilities will help us to achieve vertical integration, thereby enhancing our overall competitiveness, boosting our ability to negotiate prices with sales customers, and enhancing customer adhesion.

C. Houseware is a major revenue generator for e-commerce platforms

The reason that e-commerce platforms paid relatively little attention to home products in the past is due to purchasing habits. For instance, consumers were used to experiencing the home products before purchasing them at physical locations, causing the frequency of such purchases to remain relatively low. Nevertheless, with the popularization of online shopping, consumers have gotten used to buying home products online. Moreover, since home products have become more trendy, generating the need to coordinate such products with seasonal changes or festivities in our daily lives, the frequency of these purchases have also significantly increased. Therefore, after clothing and consumer electronics, home products have also become a highly competitive category for major e-commerce platforms.

D. Develop environmentally-friendly products and work toward sustainable management in the future, Jia Wei will continue to develop eco-friendly materials. We will focus on reusing waste plastics and developing recyclable and reusable plastics by committing to green designs in order to accelerate the promotion of circular economy. In addition, we will also commit to research and development of materials that are completely compostable. Besides being more environmentally-friendly, we can also beautify people's living environment and thereby fulfill our social responsibilities and promote sustainable development.

(2) Unfavorable factors and response measures

A. Increasing labor costs in China and more rigorous environmental laws leading production costs to continue to rise

As Jia Wei's major production site is in China, unfavorable factors including rising labor costs in China due to economic developments and the increasingly rigorous environmental laws in recent years have caused production costs to continue to rise.

Response measures

In the future, Jia Wei will undertake good talent cultivation and train future management while at the same time, to strategize applications of digital transformation and Industry 4.0 to reduce our reliance on manual labor. Furthermore, Jia Wei has complied with various environmental protection regulations from China's central and local governments, and we are gradually upgrading the industry through Industry 4.0 applications to keep impacts to a minimum.

Furthermore, in 2023, we initiated an investment plan for a new factory in Vietnam. The future focus of this new factory in Vietnam will primarily be on the production of environmentally friendly materials, specifically R-PET related products, and meeting the increased demand for production capacity. This move aims to appropriately diversify the operational risks associated with relying on a single production base.

B. Threats of price war from competitors while competing for large-scale retail channels.

Since selling through large-scale retail stores is a relatively more saturated channel and such retail stores are usually price-driven, the market is often prone to price wars.

Response measures

Jia Wei insists on setting quality as a priority and to provide quality products to customers in order to become long-term trustworthy partners to customers. We also proactively understand future product design and contemporary trends to segment the market and to provide diverse, value-added services. Additionally, to prevent price wars from competitors, we will strengthen the image of our own-brand, Prepara, and continue to develop the kitchenware market and to research and develop products that emphasize both functionality and design to enhance product differentiation.

C. Geopolitical dynamics have been influencing raw material prices.

In recent years, global geopolitical conflicts such as the Ukraine-Russia war, conflicts in the Middle East, etc. have led to fluctuations in the prices of related raw materials. This situation has resulted in increased operating costs and poses a risk of diluted profits.

Response measures

Jia Wei is committed to maintaining stable supply to consolidate customer relations. At the same time, it provides one-stop and diversified services, excellent product design, improvement and innovation of production technology, improvement of material utilization and product added value, and timely negotiate with customers to adjust supporting measures and to reduce the risk of profit dilution and maintain market competitiveness.

D. U.S. Protectionism and Trade Barriers

Following the conclusion of the 2024 U.S. presidential election, the newly inaugurated administration has shifted toward a protectionist stance. This shift is reflected in various aspects such as tariffs, trade terms, immigration policy, participation in international organizations, as well as military and diplomatic principles — all increasingly prioritized to serve national interests. Such a significant policy shift resulting from a change in administration is expected to bring about considerable changes in the global landscape. The Company will continue to monitor subsequent developments closely and respond with prudence.

Response measures

Jia Wei will continue to actively develop and control stable product quality, promote environmental protection and other related products, explore new application fields of products and strengthen its own brand, so as to separate the market, expand the sales scope and strengthen customer recognition, so as to continuously increase sales and maintain stable profits; At the same time, it is considered necessary that the Group adjust its production and sales policies, as well as reallocate production resources between China and Vietnam factories so as to mitigate the risk associated with relying on a single production location.

(II) Applications and production process of the main products

1. Key functions of home products

Designing, producing, and selling functional, fun, and ingenious home products by infusing global fashion trends and aesthetics so as to enhance the quality of people's daily lives

2. Production process of home products

Create drawings according to popular elements (2D drawings)→ mold design → forming (3D products)→ grinding → quality inspection → packaging.

(III) Supply of primary raw materials

Major suppliers	Supplying situation
YS007/TC004/PS001/JU005	Stable

(IV) List of major customers

1. List of suppliers accounting for 10% or more of the net amount of procurement in any of the last two years and the reasons for the increase/decrease

Unit: NT$ thousand

Item	2024				2023			
	Name	Amount	Percentage of the net amount of annual procurement (%)	Relationship with the issuer	Name	Amount	Percentage of the net amount of annual procurement (%)	Relationship with the issuer
1	YS007	360,631	16.88	None	TC004	214,085	13.05	None
2	TC004	337,811	15.82	None	PS001	186,950	11.40	None
3	PS001	268,765	12.58	None	-	-	-	None
4	JU005	229,458	10.74	None	-	-	-	None
	Others	939,344	43.98	-	Others	1,238,941	75.55	-
	Net amount of procurement	2,136,009	100.00		Net amount of procurement	1,639,976	100.00	

Explanation of the increase/decrease:

In 2024, the increase in revenue compared to 2023 led to higher procurement costs. Additionally, changes in the sales mix resulted in corresponding adjustments to the procurement ratios from various suppliers..

2. List of customers accounting for 10% or more of net sales in any of the last two years and the reasons for the increase/decrease

Unit: NT$ thousand

Item	2024				2023			
	Name	Amount	Percentage of net sales in the year (%)	Relationship with the issuer	Name	Amount	Percentage of net sales in the year (%)	Relationship with the issuer
1	Customer A	3,055,815	53.38	None	Customer A	2,552,750	53.71	None
2	Customer B	906,600	15.84	None	Customer B	644,520	13.56	None
	Others	1,762,343	30.78	-	Others	1,555,152	32.73	-
	Net sales	5,724,758	100.00		Net sales	4,752,422	100.00	

Explanation of the increase/decrease:

The Company's primary market, the United States, experienced easing inflation and a stable labor market in 2024, which supported consumer spending and economic expansion. As a result, the consumer market showed signs of recovery, and the majority of key customers recorded business growth, leading to an increase in the Company's revenue.

III. Information on the Employees in the Most Recent Two Years up to the Date of Publication of This Annual Report

Year		2023	2024	As of March 31, 2025
Number of employees Persons (Persons)	Managerial officers	8	7	7
	General employees	309	357	363
	Production line staff	733	670	649
	Total	1,050	1,034	1,019
Average age (years old)		42.06	42.45	42.76
Average year of service (years)		8.48	8.88	9.17
Education distribution ratio (%)	Ph.D.	-	-	-
	Master	1%	1%	1%
	University/College	8%	17%	17%
	Senior high school	44%	36%	36%
	Below senior high school	47%	46%	46%

IV. Environmental Protection Expenditure

Jia Wei shall disclose the losses caused by environmental pollution in the most recent year up to the date of publication of this annual report (including matters and punishment due to violating environmental regulations after the audit, the date of punishment, Letter No. of punishment, provisions of laws and regulations violated, contents of laws and regulations violated, and the content of the punishment, along with the estimated amount and countermeasures that may occur at present and in the future. Where the amount cannot be reasonably estimated, the fact that the amount cannot be reasonably estimated shall be stated: None.

V. Labor Relations

(I) Jia Wei's employee welfare policies, continuing education, training, retirement systems and implementation status, the agreement between employees and employer and employees’ rights and interests:

Jia Wei strives to realize corporate vision with employees through treating them with honesty and integrity, and by offering comprehensive benefits and training to build fair and positive labor relations and partnerships that are mutually-trusting.

1. Employee benefits

(1) The Company adheres to the labor-related regulations of each of our operating locations around the world, follows the internal employee compensation policies. Jia Wei assesses compensations based on factors such as individual education and work experiences, Jia Wei's profitability, individual performance, consumer price standards, and market conditions in evaluating salary adjustments.

(2) Jia Wei is committed to the living and working conditions of the employees and provide them with comprehensive benefits. Besides providing health and labor insurance stipulated by applicable laws, we have also set up an Employee Welfare Committee to handle relevant employee welfare matters.

(3) Major employee benefits:

A. Holding of leisure activities.
B. Insurance for employees.
C. Gifts and cash gifts for holidays and festivals.
D. Departmental gatherings and activities.
E. Year-end bonus and remuneration distribution.
F. Travel activities.
G. Injury relief and emergency relief for common injuries.
H. Health checkup.
I. Employee education and training

2. Education and training

The principles and objectives of Jia Wei's training: to enhance employees' abilities and strengthen the Company's structure in line with our corporate visions, management ideals, and quality policy. With these principles, Jia Wei will effectively train professional and management personnel to promote the effective use of human capital, enhance management effectiveness, management standard, and to instill an awareness for quality, thereby fulfilling our goals of quality and sustainable operations.

The Company’s training framework is primarily divided into two main categories: “New Employee Orientation” and “On-the-Job Training.” The On-the-Job Training is further classified into “Internal Training” and “External Training.” Through this comprehensive training system, the Company ensures that each department effectively delivers both specialized and cross-functional training programs, tailored to different organizational levels and designed to meet both current job requirements and future development needs.

The Company incorporates both operational goals and employee development into its training plans, covering areas such as strategic planning, management, and professional certification programs, all executed under the two main training categories.

Training for the employees of the Group in 2024 is as follows:

Type of training	Total hours (hours)	Total number of attendees
Corporate governance & Sustainability Development	689	189
Internal Control & Financial Risk Management	115	28
Information Security & System Development	528	141
Human Rights & Compensation & Occupational Safety Management	158	65
Factory Management & Fire Safety	862	1,372
Total	2,352	1,795

3. Retirement system and implementation status

The Company's regulations regarding employee retirement are implemented in accordance with labor laws and regulations in various operating locations worldwide. According to the Labor Pension Act, the parent stipulates that 6% to the employees' pension account is paid monthly to the Labor Pension Account of the Bureau of Labor Insurance.

4. Measures for safeguarding labor-management agreements and employee rights and interests

All measures regarding labor relations are implemented in accordance with the relevant laws and regulations. All new additions or amendments to existing relevant measures are resolved after adequate communications between Jia Wei and employees. Hence, there has been no dispute.

Jia Wei protects employees' legal rights and respects their opinions, and maintains good labor relations by mediating, communicating, and allowing employees to express their opinions through meetings and employee

5. Employee Code of Conduct

Jia Wei has established the Code of Conduct, the Code of Good Faith Operation and the Guide to Good Faith Operation Procedures and Conduct to guide Jia Wei's employees in compliance with ethical and integrity standards. The purpose is to prevent misconduct and promote the compliance of the following requirements:

(1) Ethics.
(2) Prevention of conflicts of interests and avoid profiteering.
(3) Confidentiality obligations.
(4) Fair trade principle.
(5) Safeguarding and proper use of company assets.
(6) Compliance with laws and regulations.
(7) Encouraging reporting on any illegal or unethical activities.

6. Protection measures for work environment and employees' personal safety

Items	Content
Door access safety	1. Jia Wei has a strict access control and monitoring system in the daytime and at night, and security personnel and gate guards are employed to control personnel entering and leaving the office and the factory. 2. Visitors who intend to enter the factory must be confirmed by the staff from the corresponding department. 3. Relevant departments maintains close ties with police security units and fire rescue units at any time.
Disaster prevention and response measures	1. Individual responsible units in the Group are responsible for promoting relevant safety and health tasks to ensure workplace safety for employees. 2. To prevent and effectively respond to major disasters, we have established "Safety and Health Work Guidelines" and disaster prevention measures and reporting procedures. In the factory area, we publicly announce the "Occupational Hazard Prevention and Control Responsibility Book" and "Safety Production Responsibility Book," which include the responsibilities of the Vice President, production executives, and production workers for occupational hazard prevention, safety production, and health protection. The guidelines also include the hazardous factors that may arise during the production process and propose standard operating procedures for controlling risks and accidents. In addition, we organize various

	employee safety, environmental hygiene, and fire education and training exercises to familiarize employees with disaster prevention measures, reduce risks, and ensure the health and safety of employees at work.
Physical hygiene	1. Health protection, occupational disease prevention, workplace violence prevention and health promotional activities are promoted. 2. Health checkup: physical examination of new employees, and regular health checkup for current employees. 3. Sanitation of working environment: Arrange the cleaning personnel to regularly clean the office, factory and public space.
Insurance	Jia Wei provides employees with insurance (labor insurance, health insurance, or social insurance). In addition, the parent company offers health insurance, and group insurance for employees in accordance with the law, including group injury insurance and occupational disaster insurance, of which the insurance amount of accidental injury insurance is NT$ 1 -10 million (insured as required by job duties) and that of occupational injury insurance is NT$ 300,000.

(II) Jia Wei shall disclose the losses caused by labor disputes in the most recent year up to the date of publication of this annual report (including matters and punishment due to violating the Labor Standards Act after the labor inspection, the date of punishment, Letter No. of punishment, provisions of laws and regulations violated, contents of laws and regulations violated, and the content of the punishment, along with the estimated amount and countermeasures that may occur at present and in the future. Where the amount cannot be reasonably estimated, the fact that the amount cannot be reasonably estimated shall be stated:

Jia Wei has always attached great importance to labor relations, communication and interaction with employees, and has never suffered significant losses due to labor disputes. Jia Wei will continue to comply with relevant labor laws, strengthen welfare measures and establish multiple channels for communication and complaints to maintain the best labor relations.

With an aim to pursue the shared interests of both the employer and employees, it is extremely unlikely that Jia Wei may suffer losses in the event of a possible financial dispute related to labor relations, and therefore the amount of the relevant loss is not estimated in the financial report.

VI. Information security management:

(I) Information security risk management framework, information security policies, specific management schemes and resources invested in information security management:

1. Management structure

(1)To enhance information security management, Jia Wei has appointed the “Information Security Center” to be in charge of information security management, and to plan, supervise, and implement governance and control over inter-departmental information security in Jia Wei and subsidiaries.

(2) Implementation status: according to the planning of the organizational unit, the general manager is the top supervision director of information security, and the director of the Information Security Center acts as the information security management representative. Additionally, each business unit assigns members as representatives for information security. The information security representatives designated by each unit hold "information security representative meetings" on a regular basis to review the development direction and strategy of information security, so as to ensure the continuous and steady implementation of the information security inspection system. If necessary, information security representatives must attend the meetings.

(3) The information security governance report and results are reported regularly to the Board of Directors.

2. Information security policy

(1) Jia Wei has established information security management rules in line with applicable laws and regulations to provide proper protective measures over our information assets, and to ensure their confidentiality, completeness, usability, and legal compliance

(2) We regularly evaluate the effects of various manmade and natural disasters on our information security. To ensure business continuity, we have also established disaster prevention measures for important information assets and critical business as well as disaster recovery plan.

(3) We supervise our staff to fulfill information security and protection, and to instill an awareness for "information security is a part of everyone's responsibility" in order to enhance the awareness for information security in each business unit and personnel.

(4) Jia Wei requires all employees and vendors who use or connect to Jia Wei's computer systems to strictly abide by our information security regulations. Violators will be either penalized or fined based on contract terms based on the condition of the violation, and in case of severe violation, will be further punishable by applicable laws.

3. Management approach

Jia Wei has signed Technical Service Agreement with contractors for operational assets such as the ERP system, network equipment, and servers, and we prevent theft or malicious damage through security monitoring and environmental monitoring system.

In response to challenges to information security, the following strategies have already been adopted:

In response to external threats:

• Built network firewalls to enhance access security for internal and external networks to block malicious traffic in real time.

• Provided an application server, set in an independent internal network area, for external network connections, and only specific personal computers are allowed to connect to the network for maintenance.

• Asked the network service provider to enable network risk prevention services to avoid possible losses caused by external networks.

Jia Wei's internal management:

• We have reviewed whether risks of single-point deficiency exist in relevant structures and maintenance and operating systems, and conducted risk analysis over the adequacy of business continuity operation. Results and recommendation over the safety evaluation of information framework have also been proposed.

• Reviewed the access records of network, information security equipment and services, and whether account authorization and monitoring mechanism comply with internal control procedures; we have also checked the account authority and access records of such equipment to identify abnormal records and to confirm warning mechanism.

• Reviewed server settings regarding "password setting guidelines" and "account lock down guidelines"; and reviewed whether the safety principles comply with internal control standards through analytical tools and manual procedures.

• All company-issued computers are required to have endpoint protection software installed to detect potential risks and prevent unauthorized intrusions.

4. Investment of resources

Mainly through the following aspects of promotion and investment, so as to strengthen the staff's awareness on information security crisis and their responsiveness and prevent in advance.

(1) Personnel Arrangement for Information Security: Information Security Director, Information Security Officer, and 2 colleagues from the Information Security Department

(2) Information Security Meetings: In 2024, a total of 2 meetings were held to address issues related to information security management.

(3) Cybersecurity Awareness Promotion: Announcement on WinRAR security vulnerability along with 2 Cybersecurity General Knowledge Courses.

(4) To enhance employees' awareness and cybersecurity consciousness, training courses conducted in 2024 is as follows:

Name of course	Hours	Total number of attendees
Information Security Training Courses	140	66
ISO-27001 related Courses	367	68

(II) For the most recent year and up to the printing date of the annual report, if the loss, possible impact and response measures suffered due to major information security events cannot be reasonably estimated, the facts that cannot be reasonably estimated shall be explained: None.

VII. Important Contracts:

Unit:NT$ thousand

Nature of contract	Parties	Beginning and end of contract Date	Main contents	Restrictive clauses
Loan contract	E.SUN Bank	Oct.6, 2021 ~ Oct.6, 2026	To pay off a loan of NT$ 90,390 thousand, the principal and interest are repaid in 20 equal installments and the principal and interest are amortized by NT$ 20,000 thousand per quarter, the balance shall be paid off on time.	-
Loan contract	Fubon Bank	March 10, 2024~ March 10, 2034	To pay off a loan of NT$416,679 thousand. Interest-only payments for the first two years. Starting from the third year, the principal is repaid in 33 equal installments on a quarterly basis.	-
Loan contract	Fubon Bank	June 25, 2024~ June 22, 2029	To pay off a loan of NT$204,924 thousand. Interest-only payments for the first year. Starting from the second year, the principal is repaid in 17 equal installments on a quarterly basis.	-
Loan contract	E.SUN Bank	Oct. 23 2024~ Oct. 23, 2031	To pay off a loan of NT$17,077 thousand. Interest-only payments for the first two years. Starting from the third year, the principal is repaid in 20 equal installments on a quarterly basis.	-
Loan contract	E.SUN Bank	Oct. 23, 2024~ Oct. 23, 2034	To pay off a loan of NT$109,036 thousand. Interest-only payments for the first two years. Starting from the third year, the principal is repaid in 32 equal installments on a quarterly basis.	-
Land use agreement	Dai Phong Joint Stock Company	Nov. 22, 2023~ Sep. 30, 2071	The total amount of land use rights is VND 198,775,223 thousand Fully paid.	-
Land use agreement	Dai Phong Joint Stock Company	Sep. 21, 2024~ Sep. 30, 2071	The total amount of land use rights is VND 47,617,157 thousand. 90% of the total price has been paid and the remaining balance will be settled upon completion of the transfer procedure.	-

Nature of contract	Parties	Beginning and end of contract Date	Main contents	Restrictive clauses
Construction Contract	Ho-Team Construction Co., Ltd.	Dec. 15, 2023~ Dec. 30, 2024	The total contract amount for the construction project is VND 711,625,000 thousand. Upon signing, 20% of the total contract value will be paid. Another 70% will be paid based on monthly construction progress, and the remaining 10% will be paid upon completion and acceptance of the project.	-
Construction Contract	Ho-Team Construction Co., Ltd.	May 31, 2024~ Dec. 30, 2024	The total contract amount for the construction project is VND 8,813,000 thousand. Upon signing, 20% of the total contract value will be paid. Another 70% will be paid based on monthly construction progress, and the remaining 10% will be paid upon completion and acceptance of the project.	-
Construction Contract	Ho-Team Construction Co., Ltd.	Sep. 21, 2024~ Aug. 1, 2025	The total contract amount for the construction project is VND 111,000,000 thousand. Upon signing, 20% of the total contract value will be paid. Another 70% will be paid based on monthly construction progress, and the remaining 10% will be paid upon completion and acceptance of the project.	-
Plumbing, Electrical, and HVAC Contract	Ho-Team Construction Co., Ltd.	May 31, 2024~ Dec. 30, 2024	The total contract amount for the project is VND 120,542,000 thousand. Upon signing, 20% of the total contract value will be paid. Another 70% will be paid based on monthly construction progress, and the remaining 10% will be paid upon completion	-
Machinery and Equipment Contract	HAITIAN HUAYUAN (SINGAPORE) PTE. LTD.	Sep. 13, 2024	The total contract amount is USD 5,000 thousand. A 10% down payment will be made upon signing the contract, and the remaining 90% will be paid in full prior to shipment of the machinery and equipment.	-

Chapter 5 Review and Analysis of Financial Position, Financial Performance and Risks

I. Financial position

Comparative analysis of financial status

Unit: NT$ thousand

Item \ Year	2024	2023	Difference	
			Amount	%
Current assets	2,677,344	2,500,868	176,476	7
Property, plant, and equipment	1,662,933	951,526	711,407	75
Intangible assets	985,396	1,002,777	(17,381)	(2)
Other non-current assets	634,682	553,585	81,097	15
Total assets	5,960,355	5,008,756	951,599	19
Current liabilities	2,306,168	2,436,408	(130,240)	(5)
Non-current liabilities	900,937	212,727	688,210	324
Total liabilities	3,207,105	2,649,135	557,970	21
Share capital	803,004	803,004	-	-
Capital surplus	682,138	682,138	-	-
Retained earnings	1,196,275	887,540	308,735	35
Other equity	71,833	(13,061)	84,894	(650)
Non-controlling equity	-	-	-	-
Total equity	2,753,250	2,359,621	393,629	17

Description of changes: (for changes between the two periods reaching 20% and the amount of change reaching NT$10 million)

1. The increase in property, plant, and equipment was primarily due to the ongoing construction of the factory and dormitory of the Vietnam subsidiary, leading to a significant rise in construction in progress.
2. The increase in non-current liabilities and total liabilities was mainly due to long-term borrowings from banks during the construction phase of the Vietnam subsidiary’ s factory and dormitory.
3. The increase in retained earnings was mainly due to higher net income for the period and a reduction in cash dividends distributed compared to the previous period.
4. The decrease in other equity was mainly due to the recognition of foreign exchange differences arising from the translation of financial statements of overseas operations.

II. Financial Performance

(I) Financial performance comparison/analysis table

Unit: NT$ thousand

Item \ Year	2024	2023	Increased (decreased amount)	Percentage of change (%)
Net operating revenue	5,724,758	4,752,422	972,336	20
Operating costs	3,600,319	2,916,970	683,349	23
Gross profit (loss)	2,124,439	1,835,452	288,987	16
Operating expenses	1,390,747	1,323,113	67,634	5
Net operating profit (loss)	733,692	512,339	221,353	43
Non-operating income and expenses	(30,153)	(10,291)	(19,862)	193
Net profit (net loss) before tax	703,539	502,048	201,491	40
Income tax expense (gains)	153,903	115,635	38,268	33
Net income (loss)	549,636	386,413	163,223	42
Other comprehensive income	84,894	(22,524)	107,418	(477)
Total comprehensive income for the period	634,530	363,889	270,641	74

Description of changes: (for changes between the two periods reaching 20% and the amount of change reaching NT$10 million)

1. In 2024, easing inflation and a stable labor market in the United States stimulated consumer spending and economic expansion, resulting in a recovery in the consumer market. Consequently, operating revenue, cost of goods sold, operating income, income before tax, income tax expense, net income for the period, and total comprehensive income for the period all increased.
2. The increase in non-operating expenses was primarily due to higher interest expenses arising from bank financing obtained by the Vietnam subsidiary to fund plant and dormitory construction projects in 2024.
3. The increase in other comprehensive income was mainly attributable to the recognition of exchange differences resulting from the translation of financial statements of foreign operations.

(II) The expected sales and its basis, and the possible impact on Jia Wei's future financial operations and response plans for the coming year:

1. Estimated sales volume in the coming year and its basis
   Jia Wei expects to see sound business growth with positive benefits, and prepares reasonable 2025 sales targets with reference to market demand and customer forecasts.

2. Possible impacts to future finance and operations and remedial plans: None.

III. Cash flow

(I) Cash Flow Analysis for 2024

Unit: NT$ thousand

Cash balance at beginning of the period Balance	Net cash flow from operating activities in full year	Net cash flow from investing and financing activities in full year	Cash balance at end of the period Balance	Remedial measures for cash inadequacy	
				Investment plans	Financing plans
523,635	426,493	(578,528)	371,600	-	-
Analysis of the changes in cash flow: Primarily due to the net cash outflow from investing activities due to the construction of the Vietnam subsidiary's plant.					

(II) Improvement plans for liquidity shortage: Not applicable.

(III) Cash flow analysis for the coming year

Unit: NT$ thousand

Cash balance at beginning of the period Balance	Expected net cash flow from operating activities in full year	Expected full-year Cash flow	Expected cash balance (deficit) +-	Remedial measures for cash inadequacy	
				Investment plans	Financing plans
371,600	438,699	(530,358)	279,941	-	-
Analysis of the changes in cash flow: The cash flow from operating activities is expected to reach some NT$ 438,699 thousand in the following year. The decrease in cash for the year was primarily due to cash dividends paid out and expenses related to the construction of the plant in Vietnam, resulting in cash outflows from financing and investing activities. However, the cash inflows generated from operating activities were sufficient to cover these expenditures.					

IV. Effect upon financial operations of any major capital expenditures during the most recent fiscal year:

Unit: $ thousand

Project	Actual or anticipated sources of funds	Total funding required	Actual utilization of funds
			2023~2024
Plant construction in Vietnam	self-financing and bank loans	77,000	36,167

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

(I) Investment policy:

Jia Wei will conduct reinvestment according to the operating demand and future growth. The policy strategy is based on the past and future outlook of the investees, market conditions, and the assessment of the operating quality.

(II) Profit or loss analysis for reinvestment business:

Unit: NT$ thousand

<table>
<tr><th>Investees \ Description</th><th>2024 Recognized investment gains and losses</th><th>Major business or production items</th><th>Main reason for profit or loss</th><th>Improvement Plan</th><th>Future investment plan</th></tr>
<tr><td>Golden Star Ocean Ltd.</td><td>(21,446)</td><td>Investment holding company</td><td rowspan="6">The adjustment of the Group’s operating policy and the consolidation of related operations under the management of the parent company were the main reasons.</td><td rowspan="8">None</td><td rowspan="8">Make appropriate investment after considering the industry conditions and company policy</td></tr>
<tr><td>Tzeng Shyng Industries Corp.</td><td>(21,405)</td><td>International trading company</td></tr>
<tr><td>First Design Global, Inc.</td><td>(29,509)</td><td>International trading company</td></tr>
<tr><td>Achieve Goal Limited</td><td>(180,099)</td><td>Investment holding company</td></tr>
<tr><td>Tzeng Shyng Industries (He Yuan) Co., Ltd. (TSP)</td><td>(89,266)</td><td>Production and sales of household plastic products.</td></tr>
<tr><td>Tzeng Shyng Industries (He Yuan) Co., Ltd. (TSM)</td><td>(86,012)</td><td>Production and sales of household plastic products.</td></tr>
<tr><td>Freshlink Product Development, LLCDBA PREPARA</td><td>15,467</td><td>Design, development, and sales of home products.</td><td>The Group continues to utilize shared key customer resources and expand product line deployment, boosting its presence in the e-commerce market and enhancing brand influence.</td></tr>
<tr><td>Jia Wei Lifestyle Vietnam Limited Company</td><td>(11,990)</td><td>Production and sales of household plastic products.</td><td>Construction of plant in progress</td></tr>
</table>

(III) Investment plans for the coming year:

Jia Wei will make strategic investment in accordance with its business policy, the future outlook of the investee, market conditions and the assessment of the operating quality.

VI. Risk Analysis and Assessment

(I) Impact of interest rates and exchange rate fluctuations, and inflation on Jia Wei's profit and loss, as well as future response measures:

1. Interest rate fluctuation

The interest rate risk of the Company means the fluctuation risk of the fair value or cash flow

of the financial instrument, and mainly comes from borrowings at the fixed rate and the floating rate. The Company maintains an appropriate portfolio of the fixed interest rate and floating interest rate assisted with the interest rate swaps contract to manage the interest rate risk, and the sensitivity analysis is as follows:
When the market interest rate rises or falls by ten percentage points, the profit and loss of the Company will decline or rise by NT$1,839 thousand and NT$1,203 thousand in 2024 and 2023 respectively.

Future response measures:

A. Jia Wei will pay attention to the changes in interest rates, continuously inject ESG resources to enhance the competitiveness and obtain favorable interest rates from financial institutions to and reduce the cost of capital.

B. Jia Wei will adopt necessary measures to respond to the countermeasures or make use of various fundraising tools to reduce the impact of interest rate changes on Jia Wei's profit and loss.

2. Exchange rate fluctuation

The sensitivity analysis of the exchange rate risk of the Company mainly addresses major monetary items in foreign currencies on the ending date of the financial reporting period and the impacts of these related foreign currencies on the profit, loss and equities of the group. The exchange rate risk of the Company is mainly influenced by the exchange rate fluctuation of the US dollar, and the sensitivity analysis is as follows:
When the New Taiwan Dollar is revalued/devalued by 1% against the US dollar, the profit and loss of the Company will decline or rise by NT$ 8,413 thousand and NT$ 1,475 thousand in 2024 and 2023 respectively.

Future response measures:

A. Collect information on foreign exchange-related information at any time to keep abreast of exchange rate movements and maintain close contact with the foreign exchange department of the correspondent banks to fully grasp the market information and exchange rate fluctuations and conduct the exchange settlement in multiple batches in order to reduce the exchange risk when deciding the appropriate timing for engaging in foreign exchange.

B. Foreign currency accounts receivable and purchases from the sale of foreign currencies are recognized in the foreign currency accounts payable. The debt obligations are offset by the natural hedging to reduce the exchange risk.

C. Reflect the trend of exchange rate changes through product quotations.

3. Inflation

As of the date of publication of this Annual Report, inflation has not had material effects on Jia Wei's profit and loss. In addition to paying close attention to market price fluctuations, Jia Wei also actively seeks for raw material suppliers to reduce production costs. In addition, we maintain positive relations with customers to reflect production costs on product prices in a timely manner. Therefore, currently Jia Wei can still effectively reduce the effects of inflation on our profitability.

Future response measures:

Jia Wei has closely monitored the changes in the relevant economic and market conditions to avoid inflation impact on Jia Wei's profit and loss.

(II) Policies, main reasons for the profits or losses generated thereby, and future response measures to be undertaken on high risk, highly leveraged investments, loans to other parties, endorsements, guarantees, and derivatives trading:

1. Jia Wei has always focused on our core business and maintains the principle of prudence in

operations. We also base our finance policy on the prudence principle and do not engage in high risk, high leverage investments.

2. In order to control the financial transaction risks, Jia Wei has established the "Regulations Governing Loaning of Funds to Other Parties" and "Regulations Governing the Management of Endorsements and Guarantees", and Jia Wei's funds lending to other parties and endorsements and guarantees are handled and declared in accordance with the aforementioned regulations.

   A. Fund lending in 2024 and as of the date of publication of this Annual Report: None

   B. Making of endorsements/guarantees in 2024 and as of the date of publication of this Annual Report:
   The endorsement and guarantee provided by the Company for subsidiary Jia Wei Lifestyle Vietnam Limited Company (referred to as Jia Wei Lifestyle Vietnam below) and Freshlink Product Development, LLC (referred to as PREPARA below) primarily relate to Jia Wei Lifestyle Vietnam's need to apply for a bank financing limit for factory construction , and PREPARA’s operational needs. The endorsements and guarantees were provided in accordance with contractual obligations and were deemed necessary.
   As of March 31, 2025, the highest balance of the Company’s endorsements/ guarantees for Jia Wei Lifestyle Vietnam has been NT$2,158,325 thousand, while the actual amounts used was NT$ 2,015,544 thousand. The highest balance of the Company’s endorsements/ guarantees for PREPARA has been NT$14,942 thousand, while the actual amounts used was NT$ 14,942 thousand. Additionally, both Jia Wei Lifestyle Vietnam and PREPARA are the Company’s 100% controlled sub-subsidiaries. Thus they have no material effects on our operational risks, financial status, and shareholders' rights, and shall be deemed as reasonable.

3. Jia Wei has not engaged in derivative transactions in 2024 and as of the date of publication of this Annual Report.

(III) Future R&D plans and expected R&D expenditure: Please refer to page 88 of this Annual Report.

(IV) Changes to local and overseas policies and laws that impact Jia Wei’s financial operations and response measures:
The changes in important domestic and foreign policies and legal actions in the most recent year up to the publication date of this Annual Report have had no significant impact on the financial operations of Jia Wei. Regarding the changes on important domestic and foreign policies and laws, Jia Wei's management will always obtain relevant information and study the necessary response measures to meet Jia Wei's operational needs. Jia Wei will also formulate relevant laws and accounting relating experts to provide advice and recommendations to reduce the impact on Jia Wei's financial operations.

(V) Effects of changes in technology (including information communication risk) and industry on Jia Wei's financial operations, and related response measures:
Jia Wei will always pay attention to the development trends of the technology (including information communication risk) and industry at all times and to respond to the market demand and changes, competent authorities or legal provisions. Jia Wei will assess the impact on the financial operations and adopt necessary countermeasures. Up to the publication date of this Annual Report, there is no significant impact from technology (including information communication risk) and industrial changes on Jia Wei's financial operations.

(VI) The impacts of changes of corporate image on Jia Wei's crisis management and the countermeasures:
Jia Wei has complied with applicable laws and regulations since our establishment. We actively strengthen internal management and enhance management quality and performance, while

maintaining positive labor relations to maintain a positive corporate image and reputation. There has been no crisis as a result of corporate image change.

(VII) The expected benefits and possible risks and countermeasures for mergers and acquisitions:

To reduce administrative and management costs, the Company executed a 100% merger between its wholly-owned subsidiaries Golden Star Ocean Ltd. and Tzeng Shyng Industries Corp., with Golden Star Ocean Ltd. as the surviving entity. Subsequently, on March 12, 2025, the Board of Directors approved the merger of Golden Star Ocean Ltd. into the Company through an absorption-type merger, with the Company as the surviving entity and Golden Star Ocean Ltd. as the dissolved entity. The surviving entity will continue to operate under the name " Jia Wei Lifestyle, Inc." (hereinafter referred to as "the Merger"). The Merger has been carried out in accordance with the Board's resolution, with the effective date set as April 30, 2025. As the Merger is an internal group reorganization, it does not involve any share exchange ratio arrangements or distributions of cash or other assets to shareholders. Therefore, there are no foreseeable risks or related contingency measures.

In addition to what’s mentioned above, Jia Wei did not engage in M&A in the most recent year and up to the date of publication of this Annual Report. In case of future mergers and acquisitions, Jia Wei will prudently evaluate the benefits of merger and acquisition plans and control risks according to the regulations to protect its interests and the interests of shareholders.

(VIII) Expected benefits and possible risks of facilities expansion, and countermeasures:

On Aug. 11 2023, Jan. 15, 2024, and Aug. 9, 2024, the Company decided in a Board meeting to invest in establishing a new subsidiary in Vietnam and to proceed with building a factory and dormitory for employees in Vietnam. The funding sources will be self-financing and bank loans while the risks involved include increased capital expenditure. However, this investment is expected to reduce operational risks associated with a single production base.

(IX) The risks faced with concentrated procurement or sales and the countermeasures:

1. Risk of concentrated procurement

   Jia Wei purchases from several suppliers with excellent application and stable supply so as to efficiently reduce risks of highly-concentrated supply sources. In addition, good cooperation is maintained with each supplier, so the supplier quality and delivery time are in a normal state, and there is no supply shortage or suspension.

2. Risk of concentrated sales

   Jia Wei's sales are mostly concentrated in the few top multinational retailers, and we will continue to actively approach other multinational large-scale physical retailers for sales orders to effectively reduce the reliance on single customer and to diversify the risk of concentrated sales.

(X) Effect upon and risk to Jia Wei in the event a major quantity of shares belonging to a Director or substantial shareholder holding 10% or more of Jia Wei's shares has been transferred or has otherwise changed hands, and response measures:

The reasons for equity transfer from Directors or shareholders in the most recent year and up to the date of publication of this Annual Report were predominantly for their own financial planning, and did not affect Jia Wei's operations. Hence, they have had no material effects on Jia Wei.

(XI) Impact and risks related to any change in governance rights in Jia Wei and response measures:

General re-election of Directors was held during the Shareholders' Meeting convened on May 31, 2022, and the ultimate controlling shareholders did not change before and after reelection. Furthermore, the Company's strategic planning and operational policies remain unchanged. Therefore, there have been no adverse impacts resulting from changes in management control within the Company.

(XII) Litigation and non-litigation events

1. To adjust the operating strategy, the Group and the seller signed the share purchase agreement, which acquired Achieve Goal Limited and its subsidiaries: Tzeng Shyng Plastic Product (Heyuan) Co., Ltd. and Tzeng Shyng Melamine Products (Heyuan) Co., Ltd. As of December 31, 2020, due to Guangzhou Lili Industrial Co., Ltd. couldn’t pay off the mature debts, Ganzhou Dongxin Chemical Materials Co., Ltd. applied bankruptcy liquidation to Guangzhou Intermediate People's Court. The details of debt receivables the Guangzhou Lili Industrial Co., Ltd. submitted requested the Group’s Sub-Subsidiary, Tzeng Shyng Melamine Products (Heyuan) Co., Ltd. to pay off the debt amounted to RMB 12,374 thousand. Few days ago, the court dismissed the prosecute of the plaintiff Guangzhou Lili Industrial Co., Ltd. Meanwhile, the dispute of set-off in bankruptcy between the original owner of Tzeng Shyng Melamine Products (Heyuan) Co., Ltd. and Guangzhou Lili Industrial Co., Ltd. is still being trialed by the court. Also, a commitment has been issued, if the case finally requires compensation, the seller will fulfill it. After the Company’s assessment, the aforementioned case has no significant impact on the Group’s current operation.
2. A certain company in Utah, USA, has claimed that the Company infringed upon their patent and has subsequently filed a lawsuit against us. As of the date of issuing the consolidated financial statements, the court is still reviewing the relevant documents, and the potential liability related to this matter has been assessed.

Major litigious, non-litigious or administrative disputes that involve the Company's Director, Supervisor, President, any person with substantive control, substantial shareholder holding a stake of 10% or greater, and any companies controlled by the Company and have been concluded by means of a final and unappeasable judgment, or are still under litigation in the most recent two years up to the date of publication of the Annual Report: None.

(XIII) Other important risks and response measures:

Intellectual property management

1. IP management plan

In 2019, Jia Wei acquired an American company with strengths in brand image, design patents, and international channels, and we plan to strengthen brand management and to strategically plan vertical integration across the industry through innovative houseware products so as to enhance our international competitiveness. To strengthen our industry leadership position and to maintain our hard-won technical results, Jia Wei has formulated intellectual property strategies that are aligned with our operational objectives and R&D resources, and built an operational model that aims to create value via IP rights. Besides securing our operations, these efforts will also help to strengthen our competitive edge and profitability.

◎ Patent protection measures - The beginning phase of our IP management strategies is focused on increasing the number of patent applications, and the middle phase aims to protect our IP rights. Jia Wei has established an IP team under the supervision of the President's Office and is directly overseen by the President. Internally, the Company promotes innovation by encouraging employees to propose inventions and new designs. Employees are also arranged to participate in international home goods exhibitions for better understanding of domestic and global design trends. Externally, Jia Wei closely communicates with patent competent authorities in both local and foreign major markets. To protect our rights, in case of possible domestic or overseas IP infringement, Jia Wei's President will work with domestic or foreign patent attorneys to impose strong measures including warnings and discontinuing the product in question.

◎ Trade secret protection - trade secrets are related to a company's technological leadership and competitive strengths. Confidentiality clauses are instigated in employment contracts during recruitment of any employee in a related design department.

2. Implementation status

Jia Wei regularly submits matters related to intellectual property to the Board of Directors meeting in each year. In 2024, matters related to intellectual property were submitted to the 20th meeting of the 8th Board of Directors on January 15, 2025.

Patent execution

- Currently, Jia Wei owns 97 effective patents worldwide and 43 patents pending.
- This year, several cases of online and physical infringement were identified through U.S. supermarket channels, as well as on websites and Facebook platforms in Taiwan and China. After the issuance of warning letters, the infringing products have been taken down.
- The Company is actively collaborating with domestic and international research institutions and companies to develop and research new environmentally friendly patented technologies.

Trade mark execution

- Currently, Jia Wei has 78 effective trademarks worldwide, and 8 pending.

In response to the increasingly fierce competition on the global market, the important value of IP will be of critical implication for the enterprise's survival. The Company will assign a full-time IP manager based on the operating status and introduce the plan to the Taiwan Intellectual Property System (TIPS).

VII. Other Significant Matters: None.

Chapter 6 Special Disclosures

I. Information on Affiliated Companies

(I) Consolidated Business Report of Affiliated Companies:

For more information, please refer to https://mopsov.twse.com.tw/mops/web/t57sb01_q10 by following the path:

Single Company > Electronic Document Download > Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises

(II) Affiliation Reports and Consolidated Financial Statements of Affiliated Enterprises:

For the year 2024 (from January 1 to December 31, 2024), the Company's entities that are required to be included in the consolidated financial statements of affiliated enterprises under the "Criteria Governing Preparation of Consolidated Business Report of Affiliated Enterprises, Consolidated Financial Statements of Affiliated Enterprises, and Affiliation Reports" are the same as those required to be included in the parent-subsidiary consolidated financial statements under the International Financial Reporting Standards 10. Moreover, the related information required to be disclosed for the consolidated financial statements of affiliated enterprises has been fully disclosed in the aforementioned parent-subsidiary consolidated financial statements. Consequently, a separate set of consolidated financial statements of affiliated enterprises is not prepared.

The Company's 2024 Consolidated and Parent Company Only Financial Statements are available on the Market Observation Post System (MOPS) at https://mops.twse.com.tw/mops/#/web/t57sb01_q1

Path: Company Profile > Electronic Documents Download > Financial Statements

II. Private placement of securities in the most recent fiscal year up to the publication date of this Annual Report: None.

III. Other matters that require additional description: None.

Chapter 7 Any of the Situations Listed in Subparagraph 2, Paragraph 3, Article 36 of the Securities and Exchange Act Which Might Materially Affect Shareholders' Equity or Price of the Company's Securities in the Most Recent Year up to the Date of Publication of the Annual Report: None.