

Stock Code:6743



# AMPACS CORPORATION

## 2024 Annual Report

*Notice to readers This English-version annual report is a translation of the Chinese version. If there is any discrepancy between the English and Chinese versions, the Chinese version shall prevail*

**Annual Report Related Information Inquiry Website**

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

**AMPCS Corporation Website: <http://www.ampacscorp.com/>**

**Printed on May 14, 2025**

**I. Name, Title, Telephone and E-mail of Spokesperson and Deputy Spokesperson:**

	<b>Company Spokesperson</b>	<b>Deputy Spokesperson</b>
Name	Hsu, Ming-Jen	Lin, Yu-Feng
Job Title	Chief Technology Officer	Vice President of Sales Division
Telephone	(02) 2655-2798	(02) 2655-2798
Email	James.Hsu@ampacscorp.com	connie.lin@ampacscorp.com

**II. Address and Telephone Number of Headquarter, Branch and Factory:**

	Name	Address	Telephone
	Headquarters	3F, No. 19-3, Sanchong Rd., Nangang Dist., Taipei City	(02) 2655-2798
Factories	Dong Guan Yi Xing Electronics Co., Ltd.	Yang Ken Tang Industrial District, Dalang Town, Dongguan City	(86) 769-86263266
	Dong Guan Yi Zhuo Electronics Co., Ltd.	Yang Ken Tang Industrial District, Dalang Town, Dongguan City	(86) 769-86263266
	Dong Guan Han Lei Electronics Co., Ltd.	Da Jiao Ling Industrial District, Dalang Town, Dongguan City	(86) 769-86263266
	Dongguan Shi Hong Jun Electronics Co., Ltd.	1F-B, No. 84, Jingfu W. Rd., Yang Ken Tang Village, Dalong Township, Dongguan City	(86) 769-86263266
	Modern Pioneer (Kunshan) Co., Ltd.	No. 389, Xinnan W. Rd., Yushan Township, Kunshan City, Jiangsu Province	(86) 512-57575935
	Ampacs International Company Limited	Lot B7_H_CN, Bau Bang Industrial Park, Lai Uyen Town, Bau Bang District, Binh Duong Province, Vietnam	0274-3803700
	Branches	None	

**III. Name, Address, Website and Telephone of Stock Transfer Agency:**

Name: Stock Agency Department, CTBC Bank Co., Ltd.

Address: 5F, No. 83, Sec. 1, Chongqing S. Rd., Zhongzheng Dist., Taipei City

Website: <https://www.ctbcbank.com>

Telephone: (02) 6636-5566

**IV. Name of Independent Auditor, Accounting Firm's Name, Address, Website and Telephone for the Financial Statements of the Most Recent Year:**

Name of CPA: CPA Wang, Chun-Yu; CPA Liu, Ming-Hsien

Accounting Firm: Deloitte Taiwan

Address: 20F, No. 100, Songren Rd., Xinyi Dist., Taipei City

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

Telephone: (02)2725-9988

**V. Name of Stock Exchanges Listed for Trading of Overseas Securities, and Information on Inquiry of These Overseas Securities: None****VI. Company Website: <http://www.ampacscorp.com>**

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## One. Letter to Shareholders

Dear Shareholders,

Looking back on the international economy in 2024, the overall economic growth in 2024 slowed down due to the continued inflationary pressure, geopolitical impact, increased attention to climate change and energy transformation, and restructuring and adjustment of the global supply chain. The future trend of consumer electronics will be driven by technological innovations (AI), changes in consumer demand and environmental and social impacts. Benefiting from the investment in Vietnam, the Group's consolidated revenue in 2024 was NT\$6.88 billion, an increase of 78% from 2023. Please refer to the Company's 2024 business report below.

The Company's main business refers to the design and manufacturing of smart electronic peripheral products. The Company also continues to develop the core businesses of plastic molding and mold development at the same time, in order to achieve the advantage of supply chain integration. The Company has a strong R&D team, one-stop shop type of advanced production technologies and services to provide customers with prospective products, including game earphones, commercial earphones, true wireless earphones, security control equipment and mobile phone joysticks, etc. In terms of plastic molding and mold business, the Company continues to invest in equipment upgrades, automation and smart modification, in order to provide customers with fast and quality services. The Company has always adhered to the philosophy of "innovation, efficiency, and social responsibility fulfillment" and pursues steady growth, in order to achieve greater value for shareholders.

In terms of operating results, the Company's 2024 consolidated net operating revenue was NT\$6,881,438 thousand, an increase of NT\$3,020,137 thousand from NT\$3,861,301 thousand in 2023; the consolidated net income after tax attributable to the Company was NT\$308,978 thousand, an increase of NT\$317,209 thousand from the net loss after tax of NT\$8,231 thousand in 2023; the earnings per share for 2024 was NT\$2.10.

In terms of R&D and production, the Company continues to invest in the research & development and production equipment, such that the Company's equipment is able to satisfy the R&D and production demands of international customers. The Company also cooperates with international leading technology companies in upstream and downstream integration, engages in strategic collaboration and actively strengthens R&D capabilities, thereby expanding the international cooperation foundation. The Company aims to link technologies to the needs of consumers seamlessly.

In terms of information security, the Company has actively invested in the information security system protection with the introduction of ISO/IEC 27001, and has also passed the review of relevant information security system international certification renewal in November 2024. The Company plans the information security in advance and meets the information security system requirements of system of world-renowned brands.

Most of customers have completed their destocking of inventories this year; therefore, it is expected that the shipping momentum will return to normal. In addition, new customers and new models will also complete relevant product developments along with the implementation of mass production and shipping, such that the Company's revenue will be driven to increase. As the market sales dynamic recovers, the Company also demonstrates outstanding performance in talent cultivation, R&D and innovation, cost control, process and operational efficiency improvement, and customer introduction, etc. The close cooperation and dedication of our team also serve as the greatest strength and support to our continuous growth.

Looking ahead to 2025, with respect to the ESG sustainability topics, the Company has completed the Group's carbon inventory in 2024 and has issued the 2023 Sustainability Report in accordance with the GRI, SASB, and TCFD standards. Through the report, the results of the sustainable operation of the Company are reexamined, in order to achieve the international ESG sustainability standards. Accordingly, we expect to further increase the opportunities of obtaining more orders from well-known international brands in the future. Under the positive influences of new customers and new products in 2025, the Company's sales are expected to grow compared to 2024. The Company's management team and all colleagues will continue to provide the high quality products and services to customers. Based on the philosophy of sustainable operation with innovation and continuous improvement, we aim to achieve the greatest profit for all shareholders and the society. We sincerely appreciate all shareholders for your support and encouragement, driving our continuous growth and future success. Thank you.

We Wish All Shareholders

Good Health and Prosperous

AMPACS CORPORATION

Chairman: Huang, Chang-Ching

## Two. Corporate Governance Report

### I. Information of Directors, Presidents, Vice Presidents, Assistant Vice Presidents, and Heads of Departments and Branches

#### (I) Directors

##### 1. Director Information

Unit: shares; %; April 27, 2025

Job Title	Nationality or place of registration	Name	Gender and age	Date of election	Term of office	Date of first election and job assumption	Shareholding when elected		Current shareholding		Current shareholding of spouse and minor children		Shareholding by nominee arrangement		Main experience (educational background)	Concurrent position held in the Company and other companies	Other managers, directors or supervisors with relationship of spouse or within second degree of kinship			Remarks
							Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job Title	Name	Relationship	
Chairman	R.O.C. (Taiwan)	Huang, Chang-Ching	Male 61~70 years old	2022.6.14	3 years	1998.6.16	33,171,900	22.11	27,671,900	18.45	3,889,575	2.59	23,588,873 (Note 1)	15.73	Graduate Institute of Chemical Engineering, National Tsing Hua University High-performance Engineering Plastic Research Laboratories, Industrial Technology Research Institute	President of the Company, Director of Tech. Pioneer, Ltd., Director of Richmake International Limited, Director of Brilliance Investment Co., Ltd., Director of Sunlight Ocean Holding Limited, Director of Fortune Channel Universal Limited, Director of Changan Investment Co., Ltd., Director of Longan Investment Co., Ltd., and Director of GAINWIDE GLOBAL LTD.	-	-	-	Note 2
Vice Chairman	R.O.C. (Taiwan)	Hsu, Ming-Jen	Male 61~70 years old	2022.6.14	3 years	2018.5.8	244,050	0.16	244,050	0.16	107,158	0.07	-	-	Department of Electronic Engineering, Chung Yuan Christian University MBA, National Taipei University Software Engineer of Acer Incorporated Vice Chairman of Elitegroup Computer Systems Co., Ltd. Chairman of New Taipei City Computer Association Chairman of Taiwan Telematics Industry Association	Independent Director of Hauman Technologies Corp.; Director of WONDERFUL HI-TECH CO., LTD.; Director of Kinggem International Technology Inc.; Chairman of YTENERGY CO., LTD.; Director of IWANT-IN.NET INCORPORATION; Director of Kids Educational Development Co., Ltd.; Director of ANCHOR MECHATRONICS INC.; Chairman of Ming Ren Investment & Enterprises Limited; Director of HONYA MEDICAL CO., LTD.; Director of Bridgewell Incorporated; Director of 3e Yamaichi Electronics Co., Ltd.; Director of UNICON OPTICAL CO., LTD.	-	-	-	-

Job Title	Nationality or place of registration	Name	Gender and age	Date of election	Term of office	Date of first election and job assumption	Shareholding when elected		Current shareholding		Current shareholding of spouse and minor children		Shareholding by nominee arrangement		Main experience (educational background)	Concurrent position held in the Company and other companies	Other managers, directors or supervisors with relationship of spouse or within second degree of kinship			Remarks
							Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job Title	Name	Relationship	
Director	R.O.C. (Taiwan)	Lin, Yu-Feng	Female 51~60 years old	2022.6.14	3 years	2017.5.15	1,669,449	1.11	1,498,000	1.00	-	-	-	-	Master of Science (Computer Science), University of Alabama at Birmingham Director of Advanced Electronics Business Division, TATUNG COMPANY Software Development Engineer of Choice Care Long Island	Vice President of the Company	-	-	-	-
Director	USA	Frederick Romano	Male 61~70 years old	2022.6.14	3 years	2017.5.15	2,582,048	1.72	2,454,048	1.64	-	-	-	-	York College music Major Queensborough College Octave-Plateau electronics Voyetra Technologies, Turtle Beach - COO, BOD.	-	-	-	-	

Job Title	Nationality or place of registration	Name	Gender and age	Date of election	Term of office	Date of first election and job assumption	Shareholding when elected		Current shareholding		Current shareholding of spouse and minor children		Shareholding by nominee arrangement		Main experience (educational background)	Concurrent position held in the Company and other companies	Other managers, directors or supervisors with relationship of spouse or within second degree of kinship			Remarks
							Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job Title	Name	Relationship	
Director	R.O.C. (Taiwan)	Chen, Chin-Fu	Male 71~80 years old	2022.6.14	3 years	2019.8.12	-	-	-	-	-	-	-	MBA, Graduate Institute of Business Administration, National Chengchi University Department of Electrical Engineering, National Taiwan University Vice Chairman of CTBC Venture Capital Co., Ltd. Senior Vice President of CTBC Financial Holding Co., Ltd. President of Development Technology Consulting Co., Ltd. Partner of Kun Zhong Investment Consulting Co., Ltd. Sales Manager of Compal Group	Corporate Director Representative of ASPIRO (TAIWAN) LTD. Chairman of Inno Home Co., Ltd.	-	-	-	-	
Director	USA	Hsu, Ming-Chuan	Male 61~70 years old	2022.6.14	3 years	2022.6.14	-	-	-	-	-	-	-	Bachelor, Department of Telecommunications Engineering, National Chiao Tung University Master in Electrical Engineering, North Carolina State University, USA Director of ASPIRO (TAIWAN) LTD. President/Partner/Founder of Hsin Yang Management Consulting Co., Ltd.	Chairman of OPTI INTERNATIONAL LIMITED Chairman of ANCHOR MECHATRONICS INC. Director of ASPIRO (TAIWAN) LTD.	-	-	-	-	

Job Title	Nationality or place of registration	Name	Gender and age	Date of election	Term of office	Date of first election and job assumption	Shareholding when elected		Current shareholding		Current shareholding of spouse and minor children		Shareholding by nominee arrangement		Main experience (educational background)	Concurrent position held in the Company and other companies	Other managers, directors or supervisors with relationship of spouse or within second degree of kinship			Remarks
							Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job Title	Name	Relationship	
Independent Director	R.O.C. (Taiwan)	Huang, Chih-Peng	Male 71~ 80 years old	2022.6.14	3 years	2019.8.12	-	-	-	-	-	-	-	MBA, Georgetown University, USA Representative/Ambassador of Taipei Economic and Cultural Office in Vietnam Director-General of International Trade Administration, Ministry of Economic Affairs	Independent Director of KINPO ELECTRONICS, INC. Independent Director of MAI-LIAO POWER	-	-	-	-	
Independent Director	R.O.C. (Taiwan)	He, Chun-Hui	Male 61~ 70 years old	2022.6.14	3 years	2019.8.12	-	-	-	-	-	-	-	PhD, Department of Economics, University of Pittsburgh, Pennsylvania, USA Director CDIB Capital Group	Independent Director of TA YA ELECTRIC WIRE & CABLE Director of ABLEREX ELECTRONICS CO., LTD. Vice Chairman of CDIB Capital Management Corporation President and Chairman of CDIB Venture Capital Corporation Chairman of CDIB Capital Healthcare Ventures Limited Partnership	-	-	-	-	
Independent Director	R.O.C. (Taiwan)	Cheng, Kai	Male 61~ 70 years old	2022.6.14	3 years	2019.8.12	-	-	-	-	-	-	-	Graduate Institute of Accounting, Long Island University, USA CPA in New York City, USA CFO of Standard Chartered Bank CFO of Far EasTone Telecommunications Co., Ltd. Senior Vice President/ CFO of PROSPECT HOSPITALITY CO., LTD.	-	-	-	-		

Job Title	Nationality or place of registration	Name	Gender and age	Date of election	Term of office	Date of first election and job assumption	Shareholding when elected		Current shareholding		Current shareholding of spouse and minor children		Shareholding by nominee arrangement		Main experience (educational background)	Concurrent position held in the Company and other companies	Other managers, directors or supervisors with relationship of spouse or within second degree of kinship			Remarks
							Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job Title	Name	Relationship	
Independent Director	R.O.C. (Taiwan)	Chen, Chien-Hung	Male 51~60 years old	2022.6.14	3 years	2022.6.14	-	-	-	-	-	-	-	-	Bachelor, Department of Law, National Chung Hsing University Master of Law, Soochow University Ph.D., China University of Political Science and Law	Independent Director of Ability Enterprise Co., Ltd.	-	-	-	-

Note 1: It refers to shares of AMPACS CORPORATION held by “Changan Investment Co., Ltd.” and “Logan Investment Co., Ltd.” are 100% invested by GAINWIDE GLOBAL LTD, an offshore company with 100% of equity held by the individual Huang, Chang-Ching.

Note 2: The Chairman and the President of the Company are the same person, and to improve the operating efficiency and decision-making capability, the Company has further elected ten directors (including four independent directors), and a majority of the directors do not concurrently serve as employees concurrently.

2. Major shareholders of corporate shareholders: The directors of the Company are not representatives of corporate shareholders; therefore, this is not applicable.
3. Major shareholders of institutional shareholders as the major shareholders: Not applicable.
4. Disclosure of professional qualification of directors and independence of independent directors

April 27, 2025

Name \ Qualification	Professional Qualification and Experience	Independence Status	Number of companies for adjunct independent directors of other public offering companies
Huang, Chang-Ching (Director)	For the professional qualifications and experience of the directors, please refer to the "I.(I) Director Information" (pages 3-7) of this Annual Report. All Directors are not subject to any conditions specified in Article 30 of the Company Act (Note 1).	Non-independent director	-
Hsu, Ming-Jen (Director)			1
Lin, Yu-Feng (Director)			-
Frederick Romano (Director)			-
Chen, Chin-Fu (Director)			-
Hsu, Ming-Chuan (Director)			-
Huang, Chih-Peng (Independent Director)		All independent directors have complied with relevant requirements of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" (Note 2).	2
He, Chun-Hui (Independent Director)			1
Cheng, Kai (Independent Director)			-
Chen, Chien-Hung (Independent Director)			1

Note 1: Any of the following circumstances will render the person unfit to be a managerial officer. If the person has been appointed, he/she shall be released from the duty:

1. Having committed an offense as specified in the Organized Crime Prevention Act and subsequently convicted

of a crime, and has not started serving the sentence, has not completed serving the sentence, or five years have not elapsed since completion of serving the sentence, expiration of the probation, or pardon;

2. Having been convicted by final and binding judgment of a sentence of imprisonment for a term of more than one year for the crime of fraud, breach of trust, or misappropriation, and has not started serving the sentence, has not completed serving the sentence, or two years have not elapsed since completion of serving the sentence, expiration of the probation or pardon.
3. Having committed an offense as specified in the Anti-Corruption Act and subsequently convicted of a crime, and has not started serving the sentence, has not completed serving the sentence, or two years have not elapsed since completion of serving the sentence, expiration of the probation, or pardon;
4. Having been adjudicated bankrupt or adjudicated to be in liquidation by the court, and has not yet been reinstated for rights and privileges
5. Use of notes that have been rejected and not yet expired
6. Having no ability to act or restrict acts
7. Commencement of assistance has not been revoked.

Note 2: 1. Not a government, juristic person or its representative as defined in Article 27 of the Company Act.

2. Number of other public companies at which the individual concurrently serves as an independent director is not more than three.

3. None of the following conditions exist two years prior to the appointment and during term of office:

- (1) An employees of the Company or its affiliates.
- (2) A director and supervisor of the Company or its affiliates.
- (3) A director, spouse, minor child thereof, or other natural person shareholders who hold more than 1% of the total issued shares of the Company by nominee arrangement or with top ten ownership.
- (4) A managerial officer listed in (1) or not a spouse, relative within second degree of kinship or direct blood relative within third degree of kinship of personnel listed in (2) and (3).
- (5) A director, supervisor, or employee of any corporate shareholder that: 1. Directly holds 5% or more of the Company's outstanding shares; 2. Is a top-5 shareholder; or 3. Appoints a director representative in the Company according to Article 27 of the Company Act.
- (6) A director, supervisor or employee of other company not controlled by the same parties holding a majority of the number seats of directors of the Company or a majority of shares with voting rights.
- (7) Concurrently acting as the chairman, president. or equivalent role in the Company, or being a director, supervisor, or employee of another company or institution owned by their spouse.
- (8) A director, supervisor, executive officer, or shareholder holding five percent or more of the shares, of a specified company or institution that has a financial or business relationship with the Company.
- (9) 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. However, it does not apply to those who serve as members of the Company's Remuneration Committee.

## 5. Diversity and independence of Board of Directors:

### (1) Diversity of Board of Directors:

According to the "Corporate Governance Best Practice Principles" of the Company, the composition of the Board of Directors shall be determined by taking diversity into consideration, and shall establish an appropriate policy on diversity based on the Company's business operations, operating dynamics, and development needs be formulated and 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: business judgment, accounting and financial analysis, business management, crisis management, industry knowledge, international market outlook, leadership and decision-making ability.

The current Board of Directors of the Company consists of ten directors, including one

female director. Although the proportion of directors of different genders has not yet reached one-third of the board seats, the current composition complies with the requirement of having at least one director of a different gender. The Company will continue to promote gender diversity on the board and has set a long-term goal of having at least one-third of board seats held by directors of either gender.

The specific management objective of diversity policy of the board composition and its implementation status are as follows:

Management goal	Implementation status
The Board members shall include at least one female director	Achieved
Independent directors with term of office not exceeding three terms	Achieved
Satisfy diverse professional knowledge and skills	Achieved

Implementation status of board member diversity policy is as follows:

Name	Diversity core	Basic composition						Professional knowledge and skills									
		Nationality	Gender	Employee status	Age			Seniority of Independent Director (Less than 6 years)	Seniority of Independent Director (Less than 3 years)	Operational judgment	Accounting and financial analysis ability	Legal expertise	Business management ability	Leadership and decision making	Crisis handling ability	Knowledge of the industry	International market view
					51-60 years old	61-70 years old	71-80 years old										
Director	Huang, Chang-Ching	R.O.C. (Taiwan)	Male	✓		✓				✓	✓		✓	✓	✓	✓	✓
	Hsu, Ming-Jen		Male	✓		✓				✓			✓	✓	✓	✓	✓
	Lin, Yu-Feng		Female	✓		✓				✓			✓	✓	✓	✓	✓
	Frederick, Romano	USA	Male			✓				✓			✓	✓	✓	✓	✓
	Hsu, Ming-Chuan	USA	Male			✓				✓			✓	✓	✓	✓	✓
	Chen, Chin-Fu	R.O.C. (Taiwan)	Male				✓			✓			✓	✓	✓	✓	✓
Huang, Chih-Peng	Male					✓	✓		✓			✓	✓	✓	✓	✓	
He, Chun-Hui	Male				✓		✓		✓			✓	✓	✓	✓	✓	
Cheng, Kai	Male					✓	✓		✓	✓		✓	✓	✓	✓	✓	
Chen, Chien-Hung	Male			✓					✓	✓		✓	✓	✓	✓	✓	✓

## (2) Independence of Board of Directors

The Company currently has 10 Board members, including 4 independent directors and 3 directors with employee status (accounting for 40% and 30% of all Board members, respectively). As of the end of 2024, all independent directors comply with the regulations related to independent director specified by the Securities and Futures

Bureau, Financial Supervisory Commission (FSC), and all directors and independent directors are not subject to any conditions specified in Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act. The Board of Directors of the Company complies with the independence requirement (please refer to Information on Professional Qualifications and Independence of Independent Directors in this Annual Report), and the educational background, gender and work experience of each director (please refer to Director Information in this Annual Report).

## (II) Information on Presidents, Vice Presidents, Assistant Managers, and Heads of Departments and Branches

April 27, 2025; Unit: shares; %

Job title	Nationality	Name of the person	Gender	Date of job assumption	Shareholding		Shareholding of spouse or minor children		Shareholding by nominee arrangement		Main experience (educational background)	Current adjunct positions at other companies	Managerial officers with relationship of spouse or within second degree of kinship			Remarks
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job Title	Name	Relationship	
President	R.O.C. (Taiwan)	Huang, Chang-Ching	Male	2017.05.15	27,671,900	18.45	3,889,575	2.59	23,588,873 (Note 1)	15.73	Graduate Institute of Chemical Engineering, National Tsing Hua University High-performance Engineering Plastic Research Laboratories, Industrial Technology Research Institute	Director of Tech. Pioneer, Ltd., Director of Richmake International Limited, Director of Brilliance Investment Co., Ltd., Director of Sunlight Ocean Holding Limited, Director of Fortune Channel Universal Limited, Director of Changan Investment Co., Ltd., Director of Longan Investment Co., Ltd., Director of GAINWIDE GLOBAL LTD., Corporate Director Representative of ABILITY TECHNOLOGIES CO., LTD.	-	-	-	Note 2
Chief Technology Officer	R.O.C. (Taiwan)	Hsu, Ming-Jen	Male	2020.7.30	244,050	0.16	107,158	0.07	-	-	Department of Electronic Engineering, Chung Yuan Christian University MBA, National Taipei University Software Engineer of Acer Incorporated Vice Chairman of Elitegroup Computer Systems Co., Ltd. Chairman of New Taipei City Computer Association Chairman of Taiwan Telematics Industry Association	Independent Director of Hauman Technologies Corp. Director of WONDERFUL HI-TECH CO., LTD. Director of Kinggem International Technology Inc. Chairman of YTENERGY CO., LTD. Director of IWANT-IN.NET INCORPORATION Director of Kids Educational Development Co., Ltd. Director of ANCHOR MECHATRONICS INC. Chairman of Ming Ren Investment & Enterprises Limited Director of HONYA MEDICAL CO., LTD. Director of Bridgewell Incorporated. Director of 3e Yamaichi Electronics Co., Ltd. Director of UNICON OPTICAL CO., LTD.	-	-	-	-

Job title	Nationality	Name of the person	Gender	Date of job assumption	Shareholding		Shareholding of spouse or minor children		Shareholding by nominee arrangement		Main experience (educational background)	Current adjunct positions at other companies	Managerial officers with relationship of spouse or within second degree of kinship			Remarks
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job Title	Name	Relationship	
Vice President	R.O.C. (Taiwan)	Lin, Yu-Feng	Female	2016.12.01	1,498,000	1.00	-	-	-	-	Master of Science (Computer Science), University of Alabama at Birmingham Director of Advanced Electronics Business Division, TATUNG COMPANY Software Development Engineer of Choice Care Long Island	None	-	-	-	-
Corporate Governance Officer, Assistant Vice President of Finance and Accounting Division	R.O.C. (Taiwan)	Lin, Jen-Chieh	Male	2017.06.07	344,580	0.23	88,656	0.06	-	-	Master of Accounting, National Taipei University Specialist of Accounting Department, USI CORPORATION	None	-	-	-	-
President of Ampacs International Company Limited	R.O.C. (Taiwan)	He, Yung-Tang	Male	2024.9.12	409,983	0.27	-	-	-	-	Department of Nutrition, Central Taiwan University of Science and Technology	Director of Dong Guan Yi Zhuo Electronics Co., Ltd.; Executive Director of Dong Guan Han Lei Electronics Co., Ltd.; Supervisor of Modern Pioneer (Kunshan) Co., Ltd.	-	-	-	-

Note 1: It refers to shares of AMPACS CORPORATION held by “Changan Investment Co., Ltd.” and “Longan Investment Co., Ltd.” are 100% invested by GAINWIDE GLOBAL LTD, an offshore company with 100% of equity held by the individual Huang, Chang-Ching.

Note 2: The Chairman and the President of the Company are the same person, and to improve the operating efficiency and decision-making capability, the Company has further elected ten directors (including four independent directors), and a majority of the directors do not concurrently serve as employees concurrently.

Note 3: Since September 12, 2024, Mr. He, Yung-Tang assumed the position of President of Ampacs International Company Limited, a subsidiary of the Company in Vietnam.

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

### 1. Remuneration Paid Directors( Including Independent Directors) in the Most Recent Fiscal Year

2024: Unit: NT\$ thousand

Job Title	Name	Remuneration of directors								Total of four items of A+B+C+D as a percentage of net income after tax		Remuneration received for serving as an employee concurrently								Total of seven items of A+B+C+D+E+F+G as a percentage of net income after tax (%)		Remuneration from investors other than subsidiaries or from the parent company
		Compensation (A) (Note 1)		Severance pay and pension (B)		Remuneration of directors (C) (Note 2)		Fees for services rendered (D)				Salary, bonus and special allowance (E) (Note 3)		Severance and pension (F)		Remuneration of employees (G)						
		The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company		All companies included in the financial statements		The Company	All companies included in the financial statements			
Chairman	Huang, Chang-Ching	600	600	-	-	383	383	-	-	983 0.32%	983 0.32%	1,941	1,941	-	-	88	-	88	-	3,012 0.97%	3,012 0.97%	-
Vice Chairman	Hsu, Ming-Jen	600	600	-	-	383	383	-	-	983 0.32%	983 0.32%	3,715	3,715	108	108	250	-	250	-	5,056 1.63%	5,056 1.63%	-
Director	Lin, Yu-Feng	600	600	-	-	383	383	-	-	983 0.32%	983 0.32%	5,725	5,725	108	108	960	-	960	-	7,776 2.51%	7,776 2.51%	-
Director	Frederick Romano	600	600	-	-	383	383	-	-	983 0.32%	983 0.32%	-	-	-	-	-	-	-	-	983 0.32%	983 0.32%	-
Director	Hsu, Ming-Chuan	600	600	-	-	383	383	-	-	983 0.32%	983 0.32%	-	-	-	-	-	-	-	-	983 0.32%	983 0.32%	-
Director	Chen, Chin-Fu	600	600	-	-	383	383	-	-	983 0.32%	983 0.32%	-	-	-	-	-	-	-	-	983 0.32%	983 0.32%	-
Independent Director	Huang, Chih-Peng	600	600	-	-	383	383	-	-	983 0.32%	983 0.32%	-	-	-	-	-	-	-	-	983 0.32%	983 0.32%	-
Independent Director	He, Chun-Hui	600	600	-	-	383	383	-	-	983 0.32%	983 0.32%	-	-	-	-	-	-	-	-	983 0.32%	983 0.32%	-
Independent Director	Cheng, Kai	600	600	-	-	383	383	-	-	983 0.32%	983 0.32%	-	-	-	-	-	-	-	-	983 0.32%	983 0.32%	-
Independent Director	Chen, Chien-Hung	600	600	-	-	383	383	-	-	983 0.32%	983 0.32%	-	-	-	-	-	-	-	-	983 0.32%	983 0.32%	-

1. Please describe the payment policy, system, standard and structure for remuneration of directors and independent directors, and explain the relationship with the remuneration payment according to the job duties handled, risks and time invested, etc.:

The Company has established the "Regulations Governing the Remuneration of Directors and managers" to pay remuneration to directors. The Company's independent directors also concurrently serve as the members of the Audit Committee and the Remuneration Committee. In addition to the fixed amount of remuneration, the Company also provides appropriate remuneration of directors based on the Company's operational status, depending on the level of participation and contribution to the Company's operations.

Details of the aforementioned regulations are described as follows:

- (1) Compensation: The Company may pay compensations to directors and independent directors performing duties of the Company, regardless whether the Company is operating at a profit or loss.
  - (2) Severance pay and pension: Except for directors who concurrently serve as employees, the Company does not provide severance pay and pension to directors.
  - (3) Remuneration of directors: In accordance with Article 19 of the Company's Articles of Incorporation, the amount of remuneration of directors is appropriated based on the profit and is reviewed and approved by the Remuneration Committee, and then submitted to the Board of Directors for resolution and also reported to the shareholders' meeting. The remuneration of individual directors is based on their participation in the Company's operations and their contribution value, and is also reviewed and approved by the Remuneration Committee, followed by submitting to the Board of Directors for resolution before distribution.
  - (4) Fees for services rendered: The Company does not provide additional transportation, special disbursement and various allowances. Except for directors who currently serve as employees, if they are on business trips due to the Company's operational needs, their travel expenses may be paid and reimbursed in accordance with the Company's Regulations Governing Business Trips.
2. In addition to the disclosure of the table above, , the remuneration collected in by directors of the Company for providing services (such as acting as non-employee consultant of the parent company/companies/investees indicated in the financial report): None

Note 1: Refers to the compensations paid to directors in the most recent year (2024) (including independent directors and members of the Remuneration Committee).

Note 2: Refers to the amount of directors' remuneration appropriated in the most recent year (2024) and approved by the Board of Directors.

Note 3: Refers to any salaries and year-end bonuses received by directors concurrently serving as employees in the most recent year (2024).

Note 4: Refers to the total amount of the various compensations paid to the directors of the Company by all companies (including the Company) included in the consolidated financial statements.

Note 5: Net income refers to the net income after tax of the parent company only financial statements for the most recent year (2024), which was NT\$309,726 thousand.

\* The content of the compensation disclosed in this table is of different meaning from the income described in the Income Tax Act; therefore, the purpose of this table is for the purpose of information disclosure only and is not for the purpose of taxation.

## 2. Remuneration of Presidents and Vice Presidents

2024; Unit: NT\$ thousand

Job Title	Name	Salary (A)		Severance pay and pension (B)		Bonus and special disbursement (C)		Remuneration of employees (D)				Total of four items of A+B+C+D as a percentage of net income after tax		Remuneration from investees other than subsidiaries or from the parent company
		The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company		All companies included in the financial statements		The Company	All companies included in the financial statements	
								Cash amount	Stock amount	Cash amount	Stock amount			
President	Huang, Chang-Ching	1,765	1,765	-	-	176	176	88	-	88	-	2,029 0.66%	2,029 0.66%	-
Vice President	Lin, Yu-Feng	3,805	3,805	108	108	1,920	1,920	960	-	960	-	6,793 2.19%	6,793 2.19%	-
President of Ampacs International Company Limited	He, Yung-Tang (Note 1)	471	741	27	27	-	-	500	-	500	-	998 0.32%	1,268 0.41%	-

Note 1: Since September 12, 2024, Mr. He, Yung-Tang assumed the position of President of Ampacs International Company Limited, a subsidiary of the Company in Vietnam.

### 3. Remunerations of Top Five Highest Officers

2024; Unit: NT\$ thousand

Job Title	Name	Salary (A)		Severance pay and pension (B)		Bonus and special disbursement (C)		Remuneration of employees (D)				Total of four items of A+B+C+D as a percentage of net income after tax		Remuneration from investees other than subsidiaries or from the parent company
		The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company		All companies included in the financial statements		The Company	All companies included in the financial statements	
								Cash amount	Stock amount	Cash amount	Stock amount			
President	Huang, Chang-Ching	1,765	1,765	-	-	176	176	88	-	88	-	2,029 0.66%	2,029 0.66%	-
Vice President	Lin, Yu-Feng	3,805	3,805	108	108	1,920	1,920	960	-	960	-	6,793 2.19%	6,793 2.19%	-
Chief Technology Officer	Hsu, Ming-Jen	2,965	2,965	108	108	750	750	250	-	250	-	4,073 1.32%	4,073 1.32%	-
CFO	Lin, Jen-Chieh	1,694	2,130	106	106	419	528	180	-	180	-	2,399 0.77%	2,944 0.95%	-
President of Ampacs International Company Limited	He, Yung-Tang (Note 1)	471	741	27	27	-	-	500	-	500	-	998 0.32%	1,268 0.41%	-

Note 1: Since September 12, 2024, Mr. He, Yung-Tang assumed the position of President of Ampacs International Company Limited, a subsidiary of the Company in Vietnam.

4. Name of Managerial Officers for Distribution of Employees' Remuneration and Distribution Status:

2024; Unit: NT\$ thousand

Managerial officers	Job Title	Name	Stock amount	Cash amount	Total	Total as a percentage of net income after tax (%)
	President	Huang, Chang-Ching	-	1,978	1,978	0.64%
	Vice President	Lin, Yu-Feng				
	Chief Technology Officer	Hsu, Ming-Jen				
	Assistant Vice President of Financial and Accounting Department	Lin, Jen-Chieh				
	President of Ampacs International Company Limited	He, Yung-Tang				

Note: It is calculated based on the amount of employee remuneration approved by the Board of Directors on April 24, 2025.

5. Separately compare and describe total remuneration, as a percentage of net income stated in the parent company only financial statements, as paid by the Company and by all companies included in the consolidated financial statements in the most recent two years to directors, supervisors, presidents and vice presidents, and analyze and describe remuneration policies, standards and packages, the procedure for determining remuneration, and its linkage to operating performance and future risk exposure.

(1) Analysis of the percentage in the most recent two years:

Unit: NT\$ thousand

Job Title	Total remuneration as a percentage of net income (loss) after tax (%)			
	2024		2023	
	The Company	All companies included in the consolidated statements	The Company	All companies included in the consolidated statements
Director	7.34	7.34	(257.12)	(257.12)
Presidents and Vice Presidents	3.17	3.26	(111.34).	(111.34).

- (2) The Company's policy, standard and combination for payment of remuneration, establishment of procedure of remuneration, and correlation between the business performance and future risk

A. Directors

The Company's policy for remuneration of directors is stipulated in the Articles of Incorporation, and reported to the shareholders' meeting. The Company's Board of Directors is authorized to determine the remuneration of directors for performing job duties of the Company, along with the consideration of the standards adopted by domestic and foreign industries. If the Company makes a profit in a fiscal year, the remuneration shall be distributed in accordance with the Articles of Incorporation.

B. Presidents and Vice Presidents

The remuneration of Presidents and Vice Presidents of the Company includes salaries, bonuses and employee remuneration. The Company's remuneration policy is determined based on the educational background and experience of the Presidents and Vice Presidents, and the salary standard adopted in the same industry. In addition, their responsibilities and contributions at the Company's positions, and the Company's operating results of the year are also evaluated, in order to provide reasonable remuneration capable of reflecting the responsibilities and risks undertaken by the Presidents and Vice Presidents.

### III. Corporate Governance Status

#### (I) Board Meeting Operation Status

(1) The Board of Directors held 8 meetings (A) in 2024. The attendance status of the directors is as follows:

Job Title	Name	Actual number of attendance (B)	Number of attendance by proxy	Actual attendance rate (%) (B/A)	Remarks
Chairman	Huang, Chang-Ching	8	0	100%	-
Vice Chairman	Hsu, Ming-Jen	8	0	100%	-
Director	Lin, Yu-Feng	8	0	100%	-
Director	Frederick Romano	8	0	100%	-
Director	Chen, Chin-Fu	8	0	100%	-
Director	Hsu, Ming-Chuan	8	0	100%	-
Independent Director	Huang, Chih-Peng	8	0	100%	-
Independent Director	He, Chun-Hui	8	0	100%	-
Independent Director	Cheng, Kai	8	0	100%	-
Independent Director	Chen, Chien-Hung	7	1	88%	-

Other matters required to be recorded:

- I. If the operation of the Board of Directors has any of the following circumstances, state the date, session number and proposal contents of the Board of Directors' meeting, all independent directors' opinions, and the Company's handling of independent directors' opinions:
  - (I) Matters specified in Article 14-3 of Securities and Exchange Act: Please refer to pages 70~77 for details.
  - (II) Any other resolution(s) passed but with independent directors voicing opposing or qualified opinions on the record or in writing: None.
- II. For the execution status of recusal of directors due to conflicts of interest, the name of directors, proposal content, reasons of recusal and participation in voting shall be described:
  - (I) Board of Directors' meeting on January 24, 2024  
The proposal for distribution of year-end bonus to managerial officers for 2023 was discussed. Directors Huang, Chang-Ching, Hsu, Ming-Jen, Lin, Yu-Feng and CFO Lin, Jen-Chieh recused themselves due to conflict of interest. The proposal was approved by the remaining attending directors as proposed without objection.
  - (II) Board of Directors' meeting on April 25, 2024  
The proposal for the distribution of the first time of performance bonus to the managerial officers for 2024 was discussed. Directors Huang, Chang-Ching, Hsu, Ming-Jen, Lin, Yu-Feng and CFO Lin, Jen-Chieh recused themselves due to conflict of interest. The proposal was approved by the remaining attending directors as proposed without objection.
  - (III) Board of Directors' meeting on August 13, 2024  
The proposal for distribution of the second time of performance bonus to managerial officers for 2024 was discussed. Directors Huang, Chang-Ching, Hsu, Ming-Jen, Lin, Yu-Feng and CFO Lin, Jen-Chieh recused themselves due to conflict of interest. The proposal was approved by the

remaining attending directors as proposed without objection.

III. Public company shall disclose the information on the evaluation cycle and period, evaluation scope, method and evaluation content, etc. of the self-evaluation (or peer evaluation) of the board of directors, and the board evaluation execution status shall be described.

Evaluation cycle	Evaluation period	Scope of evaluation	Evaluation method	Evaluation content
Once annually	2024.1.1~ 2024.12.31	Board of Directors, individual Board members, Remuneration Committee, and Audit Committee	Performance evaluation of the entirety of Board of Directors, individual directors, and functional committees	<p>I. Entirety of board of directors Evaluation items: Five main aspects of participation level in company's operation, increase of decision making quality of board of directors, composition and structure of the board of directors, election and continuing education of directors, and internal control.</p> <p>II. Individual board members: Evaluation items: Six main aspects of understanding of the objectives and missions of the Company, director responsibilities and authorities, level of participation in the operation of the Company, internal relationship management and communication, expertise and continuing education of director, and internal control.</p> <p>III. Functional committees: 1. Audit Committee Evaluation items: Five main aspects of participation in the company's operations, awareness of functional committee responsibilities, improvement of functional committee decision-making quality, composition and selection of functional committee members, and internal control.</p> <p>2. Remuneration Committee Evaluation items: Four main aspects of participation in the Company's operations, awareness of the duties of the functional committees, improvement of the quality of decision making by the functional committees, formation and composition of the functional committees, and election of its members.</p>
Once every three years	2023.10.1~ 2024.9.30	Board of Directors and various functional committees	Evaluation by external institutions	Eight aspects of the composition, guidance, authorization, supervision, communication and self-discipline of the Board of Directors, and internal control and risk management.

(I) Internal evaluation

The Company has completed the 2024 Board of Directors' self-evaluation, and the evaluation result has been submitted to the second Board of Directors' meeting in 2025.

(II) External evaluation

In 2024, the Company commissioned the external organization, "Taiwan Corporate Governance Association" to evaluate the performance of the Board of Directors for the period from October 1, 2023 to September 30, 2024. The board performance evaluation team of the Association is composed of independent and experienced executive members and specialists and adopts the eight main inspection aspects along with reference to the Company's open questionnaires, in order to provide various information (the minutes of Board of Directors' meetings and functional committees' meetings held during the evaluation period) and public information. Furthermore, the evaluation team also interviews the relevant members in person. Through the data review, on-site communication and interaction observation results of the evaluation team, the evaluation then summarizes and provides overall conclusion and recommendations as follows, in order to be used as the reference for the subsequent planning, establishment and strengthening of the functions of the Board of Directors. The following is a summary of the institution's overall conclusion and recommendations. The Company's results and improvement plans were reported during the Board of Directors' meeting on 2025.1.16.

Item	Evaluation report recommendation	Measures adopted by the Company
1	The Board of Directors of your company has planned ahead of the matters related to sustainable management. The Sustainable Development Committee has been established in August 2023 and engaged in industry-academia collaboration with the National Chung Hsing University to implement ESG related work in stages from the headquarters to overseas subsidiaries. In order to ensure that the Sustainable Development Committee meets the attributes of the functional committee of the Board of Directors, and to be consistent with the organization's annual report and the organization chart disclosed on the website, it is recommended that the Company may include independent directors as members of the Sustainable Development Committee.	In the future, independent directors will be invited to become members of the Sustainable Development Committee depending on the actual needs.
2	The performance evaluation of the internal audit officer of the Company is currently handled by the Chairman. It is recommended that for the performance evaluation of the internal audit officer of the Company, the Chairman may take into account the opinions of the Audit Committee appropriately before the evaluation, in order to strengthen the function of the Audit Committee in supervising internal audits.	The performance evaluation of the internal audit officer is eventually conducted by the Chairman, and it is recommended that the opinions of the Audit Committee can be considered in advance, in order to complete the performance evaluation of the internal audit officer.
3	Your company has established the "Regulations for Implementation of Whistleblowing System", and the report filing contact information and email has been disclosed on the website; however, the whistleblowing system shall emphasize the	A reporting email has been set up for independent directors to receive report cases.

	establishment of a direct communication channel with the independent directors. Accordingly, it is recommended that your company may set up a reporting mailbox that can be received by the independent directors (or the Audit Committee) simultaneously, in order to further strengthen the function of the whistleblowing system.	
4	According to the "Regulations Governing the Board Performance Evaluation and the Functional Committees", the Company conducts the internal performance evaluation of the Board of Directors on the directors annually. However, the current questionnaire is based on the four-level scoring method (strongly agree, agree, disagree, and strongly disagree). It is recommended that the Company may further expand the score levels (e.g. 1~5 point intervals) and the directors are encouraged to actively express their opinions, such that the Board of Directors' performance evaluation results can be further identified in greater detail to appropriately reflect the guidance and supervision quality of the Board of Directors, functional committees and individual directors, thereby facilitating the evaluation communication, review and improvement.	The Company will further expand the score levels (e.g. 1~5 point intervals) and will also encourage directors to actively express their opinions, such that the results of the performance evaluation of the Board of Directors can be further identified.
<p>IV. Goals (such as establishment of Audit Committee, improvement of information transparency. etc.) for establishment of and execution status evaluation on the enhancement of functions of the board of directors for the current year and the most recent year: The Company has voluntarily established functional committees, such as the Remuneration Committee and the Audit Committee to replace the supervisors' functions, in order to strengthen corporate governance, to strengthen the independence and functions of directors, and to improve the performance of the Board of Directors. Accordingly, the implementation is considered proper.</p>		

(II) Audit Committee Implementation Status:

1. Operation focus:

The Audit Committee of the Company consists of four independent directors, and its operation is mainly to assist the Board to supervise the appropriate presentation of the Company's financial statements, appointment (discharge) of CPA and independence as well as performance, effective implementation of company's internal control, company's compliance with relevant laws and regulations, and control of company's existing or potential risks.

The focus of the review for 2024 is as follows:

- (1) Review of financial statements.

- (2) Review of the effectiveness of the internal control system.
- (3) Audit plan.
- (4) Major loaning of funds, provision of endorsement and guarantees.
- (5) Major asset acquisition transactions.
- (6) Appointment of CPAs.
- (7) Management procedures for endorsements/guarantees.
- (8) Amendment to the internal control system.

## 2. Audit Committee Implementation Status

The Audit Committee held 8 meetings (A) in 2024. The attendance status of independent directors is as follows:

Job title	Name of the person	Actual number of attendance (B)	Number of attendance by proxy	Actual attendance rate (%) [B/A]	Remarks
Independent Director	Huang, Chih-Peng	8	0	100%	-
Independent Director	He, Chun-Hui	8	0	100%	-
Independent Director	Cheng, Kai	8	0	100%	-
Independent Director	Chen, Chien-Hung	7	1	88%	-

Other matters required to be recorded:

- I. Where the operation of Audit Committee is subject to one of the following, the board meeting date, session, proposal content, dissenting opinion of independent directors, reserved opinions or major recommendation item content, resolution result of the Audit Committee meeting and the Company's handling with respect to the opinions of the Audit Committee:
  - (I) Matters specified in Article 14-5 of the Securities and Exchange Act: Please see Note 1 for details.
  - (II) Except for the aforementioned matter, other resolutions not approved by the Audit Committee but had the consent of more than two-thirds of all directors: None.
- II. For the recusal of an independent director from a proposal due to conflict of interest, the name of the independent director, the content of the proposal, the reason for recusal, and its participation in voting shall be stated: None.
- III. The communications between the independent directors, the internal auditors, and the independent auditors are listed in the table below (shall include major events, methods and results et. communicated in relation to the company's financial and business status):
  - (I) The Company's internal audit officer provides the audit report to the independent directors every month, and contacts and communicates with the

<p>independent directors via telephone, mails and text messages when it is considered necessary. The independent directors have no objections to the 2024 audit operation implementation result.</p> <p>(II) The Company's internal audit officer attends the Board of Directors' meeting and the Audit Committee meeting, and provides the audit report. The independent directors have no objections to the aforementioned report.</p> <p>(III) The internal audit officer provides the audit plan for the next year approved by the Audit Committee, and also submits the report to the Board of Directors for resolution before the end of the fiscal year.</p> <p>(IV) The effectiveness of the Company's internal control system and the statement of internal control system have been submitted to the Audit Committee for review.</p> <p>(V) The Company's annual financial statements have been approved by more than one-half of all Audit Committee members and submitted to the Board of Directors for resolution. Before the Audit Committee reviews the financial statements, it has already communicated the audit results with the CPAs.</p>
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Note 1: Matters specified in Article 14-5 of the Securities and Exchange Act

Audit Committee Date	Proposal content and resolution result
2024.1.24 (14th meeting of the 2nd term)	Proposal for credit extension with International Bills Finance Corporation
	Renewal of credit extension with Taipei Fubon Bank
	Proposal for the Company's subsidiary, Ampacs International Company Limited, to renew its credit extension with Taipei Fubon Bank
	The Company's plan to establish a new subsidiary in Vietnam
	Opinion of independent directors: None. Audit Committee's resolution result: After chair requested for consents of all attending committee members, the proposal was approved as proposed without objections. Response of the Company to Opinions of Audit Committee: It was submitted to the Board of Directors for resolution on January 24, 2024, and it was handled according to the resolution of the Board of Directors.
2024.3.14 (15th meeting of the 2nd term)	Proposal for appointment of CPAs and evaluation of their independence and competency
	Proposal for establishment of the general rules for the Company's policy for early approval of non-assurance services
	Proposal for the Company's 2023 business report and financial statements
	Approved the Company's 2023 Statement of Internal Control

Audit Committee Date	Proposal content and resolution result
	Proposal for the Company's application for a short-term loan and import financing facility from Hua Nan Commercial Bank, Longjiang Branch
	Proposal for the Company's application for a short-term purchase of materials financing facility from Mega International Commercial Bank, Taipei Fuxing Branch
	Proposal for credit extension renewal with Far Eastern International Bank Co., Ltd.
	Proposal for the Company's application for a short-term loan and import financing facility from Shin Kong Bank
	Proposal for the Company's subsidiary, Ampacs International Company Limited, to apply for credit extension with the VCB Bank (Vietnam Cooperative Bank) in Vietnam
	<p>Opinion of independent directors: None.</p> <p>Audit Committee's resolution result: After chair requested for consents of all attending committee members, the proposal was approved as proposed without objections.</p> <p>Response of the Company to Opinions of Audit Committee: It was submitted to the Board of Directors for resolution on 2024.3.14, and it was handled according to the resolution of the Board of Directors.</p>
2024.4.25 (16th meeting of the 2nd term)	The Company's 2023 earnings distribution proposal
	Proposal for distribution of capital reserve in cash
	Establishment of the ex-dividend date for the distribution of cash dividends from earnings and cash dividends from capital reserve
	Proposal for the Company's application for a mid-term loan financing facility with the Shanghai Commercial & Savings Bank Ltd.
	<p>Opinion of independent directors: None.</p> <p>Audit Committee's resolution result: After chair requested for consents of all attending committee members, the proposal was approved as proposed without objections.</p> <p>Response of the Company to Opinions of Audit Committee: It was submitted to the Board of Directors for resolution on 2024.4.25, and it was handled according to the resolution of the Board of Directors.</p>
2024.5.14 (17th meeting of the 2nd term)	The Company's 2024 Q1 consolidated financial statements
	Proposal for the Company's application for credit extension with DBS Bank (Taiwan)
	Proposal for the Company's application for renewal of credit extension with the Bank of Taiwan, New Yonghe Branch

Audit Committee Date	Proposal content and resolution result
	Proposal for the Company's application for a short-term loan, operating and material purchase credit line from Chang Hwa Commercial Bank, Taipei Branch
	Proposal for the Company's application for credit extension with Entie Commercial Bank
	Proposal for the Company's application for credit extension with Taichung Commercial Bank
	Proposal for the Company's application for credit extension with Taishin International Bank
	Proposal for the Company's subsidiary, Ampacs International Company Limited, to apply for credit extension with Indovina Bank Ltd. In Vietnam
	<p>Opinion of independent directors: None.</p> <p>Audit Committee's resolution result: After chair requested for consents of all attending committee members, the proposal was approved as proposed without objections.</p> <p>Response of the Company to Opinions of Audit Committee: It was submitted to the Board of Directors for resolution on 2024.5.14, and it was handled according to the resolution of the Board of Directors.</p>
2024.8.13 (18th meeting of the 2nd term)	The Company's 2024 Q2 consolidated financial statements
	Proposal for CTBC Bank credit extension
	Proposal for renewal of credit extension with Bank Sinopac Co., Ltd.
	Proposal for the Company's application for credit extension with E.Sun Commercial Bank
	Proposal for capital increase of the Company's Vietnam subsidiary, Yue Xin Import and Export Trading Co., Ltd.
	<p>Opinion of independent directors: None.</p> <p>Audit Committee's resolution result: After chair requested for consents of all attending committee members, the proposal was approved as proposed without objections.</p> <p>Response of the Company to Opinions of Audit Committee: It was submitted to the Board of Directors for resolution on 2024.8.13, and it was handled according to the resolution of the Board of Directors.</p>
2024.9.12	The Company's plan to establish a subsidiary in Taiwan

Audit Committee Date	Proposal content and resolution result
(19th meeting of the 2nd term)	<p>Opinion of independent directors: None.</p> <p>Audit Committee's resolution result: After chair requested for consents of all attending committee members, the proposal was approved as proposed without objections.</p> <p>Response of the Company to Opinions of Audit Committee: It was submitted to the Board of Directors for resolution on 2024.9.12, and it was handled according to the resolution of the Board of Directors.</p>
2024.11.12 (20th meeting of the 2nd term)	The Company's 2024 Q3 consolidated financial statements
	Proposal for CTBC Bank credit extension renewal
	Proposal for the Company's application for credit extension with Cathay United Bank
	Proposal for credit extension with Taiwan Cooperative Bills Finance Corporation
	Proposal for the Company's subsidiary, Ampacs International Company Limited, to apply for credit extension with Hua Nan Commercial Bank, Ho Chi Minh City Branch
	Proposal for the Company's subsidiary, Ampacs International Company Limited, to apply for credit extension with First Commercial Bank, Ho Chi Minh City Branch
	<p>Opinion of independent directors: None.</p> <p>Audit Committee's resolution result: After chair requested for consents of all attending committee members, the proposal was approved as proposed without objections.</p> <p>Response of the Company to Opinions of Audit Committee: It was submitted to the Board of Directors for resolution on 2024.11.12, and it was handled according to the resolution of the Board of Directors.</p>
2024.12.19 (21st meeting of the 2nd term)	Proposal for the Company's 2025 internal audit plan
	Proposal for the Company's 2025 business plan and budget
	Proposal for amendment to the Company's "Rules of Procedure for Board of Directors Meetings"
	Proposal for amendment to the Company's "Audit Committee Charter"
	Proposal for amendment to the Company's "Corporate Governance Best Practice Principles"
	Proposal for establishment of the Company's "Rules Governing Sustainability Information"
	Proposal for amendment to the Company's "Internal Control Audit Implementation Rules"

Audit Committee Date	Proposal content and resolution result
	<p>Opinion of independent directors: None.</p> <p>Audit Committee's resolution result: After chair requested for consents of all attending committee members, the proposal was approved as proposed without objections.</p> <p>Response of the Company to Opinions of Audit Committee: It was submitted to the Board of Directors for resolution on 2024.12.19, and it was handled according to the resolution of the Board of Directors.</p>

(III) Corporate Governance Operation Status and Discrepancies with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons

Evaluation item	Implementation status			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
I. Has the company established and disclosed its rules of corporate governance in accordance with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?	✓		The Company has established the "Corporate Governance Best Practice Principles" in accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and has disclosed it on the MOPS and the Company's website.	No significant difference.
II. Company's shareholding structure and shareholders' equity				No significant difference.
(I) Has the Company established the internal procedures for handling shareholders' proposals, doubts, disputes, and litigation matters; in addition, have the procedures implemented accordingly?	✓		(I) To protect the rights and interests of shareholders, the Company has appointed spokesperson and deputy spokespersons, and has maintained contact with the public through the MOPS. The Company has designated personnel to handle shareholders' recommendations, queries and disputes.	
(II) Is the Company constantly informed of the identities of its major shareholders and the ultimate controller?	✓		(II) The Company has established a list of major shareholders to properly maintain the list of major shareholders with larger shareholding percentages and ultimate controllers of major shareholders, and also regularly reports and discloses the information of major shareholders in accordance with the laws and regulations.	
(III) Has the company established and implemented risk management practices and firewalls for companies it is affiliated with?	✓		(III) The Company has established the "Regulations Governing the Management of Financial and Business Matters of the Group, Specific Company and Related	

Evaluation item	Implementation status			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
(IV) Has the company established internal policies that prevent insiders from trading securities against non-public information?	✓		<p>Parties" and the "Regulations Governing Acquisition or Disposal of Assets" to clearly distinguish the management objectives and responsibilities between personnel, assets and finance between the Company and its affiliates, in order to effectively evaluate risks and to establish appropriate firewalls.</p> <p>(IV) In order to maintain the fairness of the securities trading market, the Company has established the "Regulations Governing Prevention of Insider Trading" in accordance with the relevant regulations of the competent authority, and has also advocated relevant regulations prohibiting insider trading, in order to properly inform and to ensure that insiders strictly comply with the prevention of insider trading.</p>	
<p>III. Composition and Responsibility of Board of Directors</p> <p>(I) Has the board of directors established diversity policy, specific management goal and has executed properly?</p> <p>(II) Apart from the Remuneration Committee and Audit Committee, has the Company assembled other functional committees at its own discretion?</p>	<p>✓</p> <p>✓</p>		<p>(I) The Company's "Corporate Governance Best Practice Principles" clearly specify the diversity policy for the Board of Directors, and the current Board members are also equipped with the professional skills and experience related to business operations.</p> <p>(II) The Company has established the Audit Committee and the Remuneration Committee on August 21, 2019 and September 9, 2019, respectively. Other functional committees will be established depending on the</p>	No significant difference.

Evaluation item	Implementation status			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
<p>(III) Has the Company established a set of policies and evaluation method to evaluate the Board's performance?</p> <p>Is performance evaluated regularly at least on an annual basis?</p> <p>Is the result of the performance evaluation submitted to the Board of Directors, and is used as reference in determining remuneration for individual directors, their nomination and consecutive term of office?</p>	✓		<p>Company's operational needs in the future.</p> <p>(III) The Company regularly records and tracks the attendance rate and hours of continuing education of directors annually, and the results of the 2024 Board of Directors' performance evaluation have been reported to the Board of Directors on March 12, 2025, which will be used as the reference for determining the remuneration of individual directors and nomination for consecutive term of office.</p>	
<p>(IV) Does the Company assess the independence of Certified Public Accountant (CPA) on a regular basis?</p>	✓		<p>(IV) 1. In accordance with Article 29, Paragraph 5 of the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and the Company's Audit Committee Charter, the Company evaluates the independence and competence of the CPAs annually in accordance with the Norm of Professional Ethics for Certified Public Accountants No. 10 "Integrity, Objectivity and Independence" and the Auditing Quality Index (AQIs).</p> <p>2. The Company's Audit Committee evaluates the independence and competence of the retained CPAs annually. In addition to requesting the CPAs to provide "Declaration of Independence" and "Audit Quality Indicators (AQIs)", the Audit Committee also evaluates the independence of the CPAs in accordance with the</p>	

Evaluation item	Implementation status			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons															
	Yes	No	Summary																
			<p>standards of independence for CPAs. The evaluation results of the most recent year have been discussed and approved by the Audit Committee on March 12, 2025, and have also been submitted to the Board of Directors for approval on the independence and competence evaluation of the CPAs on the same day.</p> <table border="1"> <thead> <tr> <th>Evaluation item</th> <th>Evaluation result</th> <th>Whether the independence criteria are satisfied</th> </tr> </thead> <tbody> <tr> <td>1. Whether the accountant has direct or material indirect financial interest relationship with the Company.</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>2. Whether the CPA engages in financing or guarantee actions with the Company or directors of the Company.</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>3. Whether the accountant has close business relationship and potential employment relationship with the Company.</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>4. Whether the CPA and the audit team member presently assumes the position of director, manager or duties having material impact on the audit case presently or in the last two</td> <td>No</td> <td>Yes</td> </tr> </tbody> </table>	Evaluation item	Evaluation result	Whether the independence criteria are satisfied	1. Whether the accountant has direct or material indirect financial interest relationship with the Company.	No	Yes	2. Whether the CPA engages in financing or guarantee actions with the Company or directors of the Company.	No	Yes	3. Whether the accountant has close business relationship and potential employment relationship with the Company.	No	Yes	4. Whether the CPA and the audit team member presently assumes the position of director, manager or duties having material impact on the audit case presently or in the last two	No	Yes	
Evaluation item	Evaluation result	Whether the independence criteria are satisfied																	
1. Whether the accountant has direct or material indirect financial interest relationship with the Company.	No	Yes																	
2. Whether the CPA engages in financing or guarantee actions with the Company or directors of the Company.	No	Yes																	
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4. Whether the CPA and the audit team member presently assumes the position of director, manager or duties having material impact on the audit case presently or in the last two	No	Yes																	

Evaluation item	Implementation status			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons															
	Yes	No	Summary																
			<table border="1"> <tr> <td>year.</td> <td></td> <td></td> </tr> <tr> <td>5. Whether the CPA provides non-audit services to the Company that may directly affect the audit work.</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>6. Whether the CPA acts as broker for the stocks or other securities issued by the Company.</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>7. Whether the CPA acts as the defender for the Company or represents the Company to negotiate conflicts with other third party.</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>8. Whether the CPA is in kinship with service directors, managers or personnel handling duties having material impact on the audit case.</td> <td>No</td> <td>Yes</td> </tr> </table>	year.			5. Whether the CPA provides non-audit services to the Company that may directly affect the audit work.	No	Yes	6. Whether the CPA acts as broker for the stocks or other securities issued by the Company.	No	Yes	7. Whether the CPA acts as the defender for the Company or represents the Company to negotiate conflicts with other third party.	No	Yes	8. Whether the CPA is in kinship with service directors, managers or personnel handling duties having material impact on the audit case.	No	Yes	
year.																			
5. Whether the CPA provides non-audit services to the Company that may directly affect the audit work.	No	Yes																	
6. Whether the CPA acts as broker for the stocks or other securities issued by the Company.	No	Yes																	
7. Whether the CPA acts as the defender for the Company or represents the Company to negotiate conflicts with other third party.	No	Yes																	
8. Whether the CPA is in kinship with service directors, managers or personnel handling duties having material impact on the audit case.	No	Yes																	
IV. Has the publicly listed company designated a department or personnel that specializes (or is involved) in corporate governance affairs (including but not limited to providing directors/supervisors with the information needed to perform their duties, convention of board meetings and shareholders' meetings, company registration and changes,	✓		The Board of Directors of the Company has approved the establishment of the position of Corporate Governance Officer on April 27, 2023, to be responsible for the implementation and promotion of corporate governance affairs, to protect the rights and interests of shareholders, to strengthen the functions of the Board of Directors, to respect the rights and interests of stakeholders, and to improve	No significant difference.															

Evaluation item	Implementation status			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
preparation of board meeting and shareholders' meeting minutes etc.)?			<p>information transparency.</p> <p>Relevant duties and affairs of the Corporate Governance Officer:</p> <p>I. Handling matters relating to Board meetings and shareholders meetings according to laws.</p> <p>II. Preparing minutes of Board meetings and shareholders meetings.</p> <p>III. Assisting in on-boarding and continuous development of directors.</p> <p>IV. Furnishing information required for business execution by directors.</p> <p>V. Assisting directors with legal compliance.</p> <p>VI. Reporting to the Board of Directors the results of his/her review of whether the qualifications of independent directors comply with relevant laws and regulations at the time of their nomination, election, and during their term of office.</p> <p>VII. Handling of matters relating to director changes.</p> <p>VIII. Other matters specified by the Articles of Incorporation or by contract.</p>	
V. Has the Company provided proper communication channels and created dedicated sections on its website to address corporate social responsibility issues that are of significant concern to stakeholders	✓		The Company has established the spokesperson and deputy spokesperson to serve as the communication channel with the public, and the Company also uploads the Company's information to the MOPS as required by regulations, in order to allow stakeholders to have sufficient information to	No significant difference.

Evaluation item	Implementation status			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
(including but not limited to shareholders, employees, customers and suppliers)?			determine and maintain their rights and interests. The Company's website has been established with the stakeholder section, and dedicated personnel are assigned to respond to important corporate social responsibility issues concerned by stakeholders, in order to provide appropriate responses.	
VI. Has the Company commissioned a professional stock agency institution to handle shareholders' meeting affairs?	✓		The Company has appointed the professional stock affairs agency - Stock Affairs Agency Department of CTBC Bank Co., Ltd. to handle the Company's shareholders' meeting and various stock affairs.	No significant difference.
VII. Information Disclosure				No significant difference.
(I) Has the Company established a website that discloses financial, business, and corporate governance-related information?	✓		(I) The Company has set up a website, at <a href="http://www.ampacscorp.com/zh.tw/">http://www.ampacscorp.com/zh.tw/</a> , and relevant departments are requested to disclose the Company's financial and business status and corporate governance status in accordance with the laws.	
(II) Has the Company adopted other means to disclose information (e.g. English website, assignment of specific personnel to collect and disclose corporate information, implementation of a spokesperson system, broadcasting of investor conferences via the company website)?	✓		(II) The Company has established a dedicated unit to be responsible for regularly and irregularly reporting of financial and business information on the MOPS, and for publishing material information in accordance with relevant laws. The Company has also established and reported relevant spokesperson information, and has also announced relevant information during the investor conferences.	
(III) Has the Company made public announce and	✓		(III) All public announcements of the Company are made in	

Evaluation item	Implementation status			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
report the annual financial statements within a period of two months after the end of each fiscal year, and has the Company also made announcement and provided report of the first, second and third quarter financial statements as well as the monthly business operation status?			accordance with the laws and regulations.	
VIII. Does the Company have other important information helpful for understanding its corporate governance (including but not limited to employee rights and interests, employee care, investor relations, supplier relationships, stakeholders' rights, directors' and supervisors' continuing education, implementation of risk management policies and risk measurement standards, execution of customer policies, and the Company's purchase of liability insurance for the directors and supervisors)?	✓		<p>(I) Employee rights and care: In addition to applying insurance for employees, the Company has also implemented a pension system and established an Employee Welfare Committee, and labor-management meetings are also convened periodically as the channel for communication between the employer and employees. The Company protects the rights and interests of employees and implements welfare systems in accordance with the law.</p> <p>(II) Investor relations: In order to protect the rights and interests of shareholders, such that the investors can easily understand the Company's operation status, the Company has appointed a spokesperson and a deputy spokesperson to handle the announcement related affairs, and discloses relevant information on the MOPS according to the law.</p> <p>(III) Supplier relations: The Company's business strategy is based on principle of integrity, and the Company keeps promises with suppliers and stakeholders, and is committed to maintaining good interaction and</p>	No significant difference.

Evaluation item	Implementation status			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
			<p>cooperation with suppliers and stakeholders.</p> <p>(IV) Stakeholders' rights: The Company maintains good communication channels with employees, customers, and suppliers, and respects and protects the legitimate rights and interests of the stakeholders.</p> <p>(V) Continuing education status of directors: To implement corporate governance, all directors of the Company are equipped with professional background and practical experience in business management. The number of hours of continuing education of directors (including independent directors) of the Company complies with the regulatory requirements.</p> <p>(VI) Implementation status of risk management policy and risk measurement criteria: The Company has established the "Internal Control System" and relevant management measures and regulations in accordance with the laws and regulations, in order to prevent risks. The internal audit unit establishes audit plan based on the risk assessment to review the implementation status of the internal control system.</p> <p>(VII) Implementation of customer policy: The Company's cooperation with customers is handled in accordance with the Company's regulations and contracts signed with customers, in order to protect the rights and interests of both parties. The Company has also designated dedicated person to be responsible for</p>	

Evaluation item	Implementation status			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
			<p>communicating with customers and handling related issues.</p> <p>(VIII) Status of liability insurance purchased for directors: The Company has taken out liability insurance for directors and managerial officers to protect the rights and interests of shareholders.</p>	
IX. Please provide explanation on the improvement status of the corporate governance evaluation announced by Taiwan Stock Exchange (TWSE) in the most recent year, and provide priority enhancement and measures for matters yet to be improved: (Not applicable for companies not included in the evaluation):	✓		For the items requiring improvement and enhanced improvement in priority according to the 11th Corporate Governance Evaluation Indicators, please refer to Note 1 for details.	No significant difference.
Note 1: Items of improvement and priority enhancements according to the 10th Corporate Governance Evaluation Indicators				
	Item	Evaluation Indicator	Indicator/Improvement status	
	Items improved	4.3	Does the Company regularly disclose the specific promotion plan and implementation results of ESG on its website, annual report or sustainability report? The Company has handled such disclosure according to the indicators.	
	Items of enhanced improvement in priority	4.1	Has the Company established a unit specialized (or involved) in sustainable development to perform assessment on the risks associated with environmental, social or corporate governance topics that are related to the Company's operations based on the principle of materiality? Has the Company formulated relevant risk management policies or strategies, and the status of sustainability being promoted supervised by the Board of Directors, and such information being disclosed on the Company's website and annual report?	

(IV) Formation, Responsibilities and Implementation Status of Remuneration Committee:

1. Information of Remuneration Committee Members

Identity	Qualification	Professional Qualification and Experience	Independence Status	Number of concurrent Remuneration Committee member of other public companies
	Name			
Independent Director (Convener)	He, Chun-Hui	Please refer to the table of "Disclosure of Professional Qualifications of Directors and Independence of independent Directors" on pages 8-9.		2
Independent Director	Huang, Chih-Peng			1
Independent Director	Cheng, Kai			None
Independent Director	Chen, Chien-Hung			1

2. Duties of the Remuneration Committee

- (1) This Committee shall periodically review the organizational charter of the Compensation Committee and make recommendations for amendments.
- (2) Establish and regularly review the performance evaluation criteria, annual and long-term performance goals, and salary and remuneration policies, systems, standards and structures for the Company's directors and managers.
- (3) Regularly evaluate the achievement of performance targets for the Company's directors and managers and determine the content and amount of their individual remuneration based on the evaluation results obtained in accordance with the performance evaluation criteria.

3. Operation Status of Remuneration Committee

- (1) The Company's Remuneration Committee has been established on August 21, 2019, with a total of 4 members.
- (2) The term of office for the 2nd term of members: From August 11, 2022 to June 13, 2025. The Remuneration Committee held 4 meetings (A) in 2024. The attendance status of members is as follows:

Job Title	Name	Attendance in Person (B)	Number of attendance by proxy	Actual attendance rate (%) (B/A) (Note)	Remarks
Convener	He, Chun-Hui	4	0	100%	-
Committee Member	Huang, Chih-Peng	4	0	100%	-
Committee Member	Cheng, Kai	4	0	100%	-

Committee Member	Chen, Chien-Hung	3	1	75%	-
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Other matters required to be recorded:

- I. In the event where the Remuneration Committee's proposal is rejected or amended in a board of directors meeting, please describe the date and session of the meeting, details of the agenda, the board's resolution, and how the company had handled the Remuneration Committee's proposals (describe the differences and reasons, if any, should the board of directors approve a solution that was more favorable than the one proposed by the Remuneration Committee): None.
- II. In case where any member object or express qualified opinions to the resolution made by the Remuneration Committee, whether on-record or in writing, please describe the date and session of the meeting, details of the agenda, the entire members' opinions, and how their opinions were addressed: None.
- III. Discussion and resolution results of Remuneration Committee and the Company's handling for opinions of committee members:

Date/Session	Proposal content	Resolution result and opinions of all members
2024.1.24 (6th meeting of the 2nd term)	1. Discussion on the proposal for distribution of year-end bonus to managerial officers for 2023.	Remuneration Committee: Approved by all attending members unanimously, and submitted to the Board of Directors for resolution.  Board of Directors' meeting: After the chair requested for consents, all attending directors agreed with the proposal without objections, and the proposal was passed as proposed.
2024.4.25 (7th meeting of the 2nd term)	1. Discussion on the proposal for distribution of first time of performance bonus to managerial officers for 2024.	Remuneration Committee: Approved by all attending members unanimously, and submitted to the Board of Directors for resolution.  Board of Directors' meeting: After the chair requested for consents, all attending directors agreed with the proposal without objections, and the proposal was passed as proposed.
2024.8.13 8th meeting of the 2nd term	1. Discussion on the proposal for distribution of second time of performance bonus to managerial officers for 2024.	Remuneration Committee: Approved by all attending members unanimously, and submitted to the Board of Directors for resolution.  Board of Directors' meeting: After the chair requested for consents, all attending directors agreed with the proposal without objections, and the proposal was passed as proposed.
2024.9.12 9th meeting of the 2nd term	1. Proposal for appointment of the President of Ampacs International Company Limited in Vietnam.	Remuneration Committee: Approved by all attending members unanimously, and submitted to the Board of

			Directors for resolution. Board of Directors' meeting: After the chair requested for consents, all attending directors agreed with the proposal without objections, and the proposal was passed as proposed.	
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(V) Deviation of the Company(s actual promotion of sustainable development execution status from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and cause thereof

Evaluation item	Implementation status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and cause
	Yes	No	Summary	
I. Has the Company established the governance structure for promoting the sustainable development, and set up a unit that specializes(or is involved) in the promotion of sustainable development, and does the board of director authorize the senior management for handling such mater, and the supervision status of the board of directors?	✓		The Company has established the Sustainable Development Committee on August 10, 2023. The Chairman, Huang, Chang-Ching, serves as the Committee chairperson, and the Vice Chairman, Hsu, Ming-Jen Hsu, serves as the Chief Sustainability Officer, the Vice President, Lin, Yu-Feng and the Head of Corporate Governance, Lin, Jen-Chieh, serve as the committee members. The Committee is responsible for promoting, planning and communicating the operation of the teams under the Committee, and for establishing mid- and long-term strategic directions and development goals. For ESG topic functional teams, the project responsible persons of all operating departments of the Company are responsible for verifying the implementation of ESG topic with respect to the business and management guidelines and data collection operations. The ESG implementation status is also reported to the Board of Directors annually.	No significant difference

Evaluation item	Implementation status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and cause
	Yes	No	Summary	
II. Has the Company implemented the risk assessment of environmental, social, and corporate governance issues related to corporate operation, and has the Company established relevant risk management policies or strategies based on the principle of materiality?	✓		When the Company identifies a material topic each year, the Company analyzes the market trend and industrial trend through external observation, and also conducts identification through internal operations such as department head interviews and questionnaires. The responsible unit formulates corresponding management measures according to the type of risks identified in the operation, including business operation, legal compliance, environment, finance and information security risks. In addition, the Company's Board of Directors regularly reviews the effectiveness of its risk management policies and implementation, such that the Board members are able to understand the Company's overall risk management status and to reduce overall operational risks.	No significant difference
III. Environmental Topics (I) Has the Company established environmental policies suitable for the Company's industrial characteristics?	✓		(I) The Company is specialized in the audio and video products, and mainly focuses on the research & development and design of earphones such that the Company has no manufacturing facilities and generates no wastewater and other pollutants to the environment. The Company has maintained excellent image for environmental protection.	No significant difference

Evaluation item	Implementation status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and cause
	Yes	No	Summary	
(II) Is the Company committed to achieving efficient use of resources, and using renewable materials that produce less impact on the environment?	✓		(II) The Company values environmental, safety and health, actively promotes recycling of resources and implements waste classification, and has assigned dedicated personnel to be responsible for the overall planning of environmental resources.	No significant difference
(III) Has the Company assessed the climate change on the present and future potential risks and opportunities of the corporation, and has the Company adopted relevant responsive actions?	✓		(III) The Company continues to promote energy conservation and paper reduction, promotes saving of water and energy, and also introduces electronic operations in daily operations, in order to reduce paper waste.	No significant difference
(IV) Does the Company statistically analyze the greenhouse gas emission, water usage and waste total weight over the past years, and does the Company establish policies for reduction of greenhouse gas emission, reduction of water usage or other waste management?	✓		(IV) The Company continues to promote the concept of energy saving and carbon reduction to employees, and encourages employees to turn off unnecessary lights, set air conditioning at reasonable temperature, make good use of water resources, sign electronic signatures to reduce paper consumption, and classify waste to reduce waste and increase recycling and reuse. However, the Company has not kept the statistics on greenhouse gas (GHG) emissions, water consumption, and total weight of wastes in the past two years. According to the "Sustainable Development Roadmap for TWSE/TPEX Listed Companies" announced by	No significant difference

Evaluation item	Implementation status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and cause
	Yes	No	Summary	
			<p>the Financial Supervisory Commission in March 2022, the Company is required to complete the GHG inventory and verification disclosure schedule during the fourth stage (completion of inventory inspection in 2027, and completion of verification in 2029) in accordance with the reference guidelines and relevant regulations specified by the competent authority, in order to continuous control the GHG inventory inspection and verification disclosure schedule completion status.</p> <p>The Company has set the goals for carbon reduction/waste reduction/water reduction, and regularly reviews the achievement status. Please refer to the detailed GHG inventory, water consumption, and waste reduction data in the Sustainability Report of the Company.</p>	

Evaluation item	Implementation status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and cause
	Yes	No	Summary	
IV. Social Topics (I) Has the Company established related management policies and procedures in accordance with applicable laws and the international human rights conventions?	✓		(I) The Company fulfills its corporate social responsibility, respects and supports the United Nations (UN) Universal Declaration of Human Rights (UDHR), the Responsible Business Initiative (RBA), the International Labor Organization Conventions (ILOC), and relevant local laws and regulations of our business locations. In terms of policies, we clearly declare in our internal measures such as work rules, labor contracts, recruitment and employment management measures, salary management measures, prevention programs for illegal infringement of our duties, and prevention of workplace violence, in order to protect the rights and interests of employees. We also ensure that our colleagues are treated with respect and fairness through human rights awareness. Furthermore, the Company has not been subject to any occurrence of child labor, forced labor, or infringement of human rights.	No significant difference

<p>(II) Has the Company developed and implemented reasonable employee welfare measures (including compensation, leave of absence and other benefits), and appropriately reflected business performance or outcome in employees' compensations?</p>	<p>✓</p>	<p>(II) The Company has formulated and implemented reasonable employee welfare measures, including remuneration, leave and other benefits.</p> <p>Remuneration policy:</p> <ol style="list-style-type: none"> <li>1. The Company does not discriminate against employees based on race, gender, age, or other attributes. Employees receive equal pay and job promotion opportunities, The Company also ensures the principle of fairness externally and internally for job opportunities, salaries and job promotions. The Company values the diversity and equality of the workplace. The number of female employees accounts for 38% of the total number of employees of the Company, and the number of female managers and above accounts for 6% of the total number of managers and above of the Company.</li> <li>2. The "Regulations Governing the Salary Management" and "Regulations Governing the Evaluation and Promotion of Employees" have been established to evaluate reasonable salaries and remunerations.</li> <li>3. According to Article 19 of the Articles of Incorporation, if the Company makes a profit in a fiscal year, no less than 1% of the profit shall be distributed as remuneration of employees and no more than 3% as remuneration of directors, which shall be resolved by the Board of Directors and reported to the shareholders' meeting.</li> <li>4. The distribution of bonus is based on the business</li> </ol>	<p>No significant difference</p>
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Evaluation item	Implementation status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and cause
	Yes	No	Summary	
			<p>performance of the Company along with the consideration of the annual net profit and employee evaluation. The results of the annual performance evaluation are used as the basis for the determination of job promotion, issuance of bonus and remuneration.</p> <p>Leave system:</p> <p>In addition to the right for statutory leaves specified in the "Labor Standards Act", the Company provides a superior leave system that includes maternity check-up and paternity leave, birthday leave, etc., in order to support the balance between employees' family living and work.</p>	
(III) Has the Company provided a safe and healthy work environment for employees, and education on occupational safety and health for employees at regular intervals?	✓		<p>(III)The Company has established the "Safety and Health Code of Conduct" and the Management Division's occupational safety personnel are responsible for ensuring the safety and health of the employees.</p> <p>For employee health, the Company provides annual health examination and employee family health examination discount programs. On-site health care services are also provided to help employees to release pressure from the workplace and from their families. The Company also provides psychological health</p>	No significant difference

Evaluation item	Implementation status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and cause
	Yes	No	Summary	
			<p>consultation, conducts health education, produces personal health guidelines, and conducts follow-up tracking.</p> <p>The fire safety department organizes disaster prevention courses for employees to strengthen their knowledge of disaster prevention. Meanwhile, the fire safety management system and maintenance are also implemented, and regular inspections and reporting are conducted annually.</p> <p>One occupational accident of the Company's employee was reported in the current year, and the occupational accident occurred during the commute to/from work. The number of occupational accident accounted for 0.65% of the total number of employees. The Company also provided safety promotion and work rules safety promotion for employees involved in occupational accidents.</p>	

Evaluation item	Implementation status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and cause
	Yes	No	Summary	
(IV) Has the Company established a plan for the training of effective career development and planning of employees?	✓		(IV) The Company values the career development of employees and has established the Regulations Governing Education and Training. New employees are required to participate in orientation for at least 4 hours, and the content of the orientation includes the welfare system, internal leave regulations, work rules, ethical policies, human rights and gender equality education, as well as information security and occupational safety and health training. In addition to formulating an annual training program based on the Company's development goals, each department also organizes internal and external training programs. Employees can also apply for external training based on their work requirements. The training courses are organized to assist employees to develop different career skills and to improve their professional skills, thereby achieving the Company's operational goals.	No significant difference

Evaluation item	Implementation status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and cause
	Yes	No	Summary	
(V) Has the Company complied with laws and international standards with respect to customers' health, safety and privacy, marketing and labeling in all products and services offered, and implemented consumer protection policies and complaint procedures?	✓		(V) The Company's products are manufactured and labeled in compliance with relevant laws and international standards, and qualified for appropriate safety certifications. Based on the concept of professional service, the Company has formulated relevant customer complaint execution guidelines to solve problems encountered by customers swiftly.	No significant difference
(VI) Has the Company established supplier management policy, requested suppliers to comply with relevant regulations with regards to the issues of the environmental protection, occupational safety and health or labor rights etc. and the implementation status thereof?	✓		(VI) The Company has established an evaluation mechanism for suppliers and outsourced contractors. Suppliers are evaluated in accordance with the "Sustainable Development Best Practice Principles" and "Supplier Management Regulations" for various capability requirements. Only those qualifying the evaluation are allowed to engage in business dealings with the Company. The procurement unit also conducts surveys on suppliers, in order to introduce the principle and competence related to sustainability into the entire supply chain, thereby enhancing the sustainable development of the supply chain.	No significant difference

Evaluation item	Implementation status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and cause
	Yes	No	Summary	
V. Has the Company stipulated standards or guidelines according to the internationally accepted report, prepared sustainability report and reports for disclosing non-financial information of the Company? Have the aforementioned reports been confirmed or verified by a third-party certification unit?	✓		The Company has prepared the Sustainability Report in accordance with the GRI Standards, SASB, and TCFD, and has obtained the third-party verification.	No significant difference
<p>VI. If the Company has established its own sustainability development principles in accordance with “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” please describe its current practices and any discrepancies from the Best Practice Principles:            To fulfill corporate social responsibility, to promote economic, environmental and social advancements, and to achieve the goal of sustainable development, the Company has established the Company's Sustainable Development Best Practice Principles in accordance with the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" for compliance. The Company adopts a progressive approach to the implementation of corporate ethics, and promotes the Company's sustainable development through enhanced corporate ethical education and training, etc.</p>				
<p>VII. Other important information to facilitate the understanding of the execution status of promotion of sustainable development:            Please refer to the official website of the Company: <a href="https://www.ampacscorp.com/zh-tw/csr/ESG">https://www.ampacscorp.com/zh-tw/csr/ESG</a>.</p>				

(VI) Climate-related Information of TWSE/TPEX Listed Companies

Risks and opportunities of climate change on the Company, and responsive actions adopted by the Company

Item	Implementation Status
<p>1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.</p>	<p>The Board of Directors supervises the establishment of the Company's business philosophy (mission and value), management guidelines, strategies and goals, as well as review and improvement of operating results. In view of the time and scope of work related to sustainable development, the Board of Directors has resolved to establish the Sustainable Development Committee, with the Chairman acting as the committee chairperson, responsible for meeting convention and promotion of sustainable development, and the Vice Chairman, Hsu, Ming-Jen, acting as the Chief Sustainability Officer, whose responsibilities include but are not limited to the following:</p> <ol style="list-style-type: none"> <li>1. Establishment of a cross-department sustainable project team that is responsible for the policy and implementation of economic, environmental and social topics, and submission of at least one work report to the Board of Directors annually.</li> <li>2. The GHG inventory inspection of the previous year is initiated during the first half of each year. After the GHG inventory report is prepared, it is sent to a third party for verification, or the results of the GHG inventory are included in the Sustainability Report for verification.</li> <li>3. The results of the sustainability-related works are summarized during the first half of each year, and the Sustainability Report is prepared, following which third party verification is conducted.</li> <li>4. Stakeholders' feedback or satisfaction is collected annually, which is then summarized to clarify the material topics concerned by stakeholders, in order to adjust resources accordingly and to optimize the management results with respect to the economic, environmental, and social topics and their impacts, risks and opportunities.</li> <li>5. Sustainability-related seminars, trainings and sharing activities are organized, in order to develop and enhance the group knowledge of the management team in economic, environmental and social topics.</li> <li>6. The organization's Sustainability Report is reviewed and approved, in order to ensure that the report has covered all material topics.</li> <li>7. The identification, assessment and management procedures for climate-related risks are reviewed and integrated them into the overall risk management system of the Company.</li> </ol>

Item	Implementation Status		
<p>2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).</p>	<b>Risk item</b>	<b>Changes in customer behavior</b>	<b>Increase of raw material cost</b>
	<b>Risk type</b>	Operational risk	Operational risk
	<b>Explanation</b>	The risk of the low-carbon product demand of customers may cause impact to the Company's finance, and the cost of research and development and procurement may increase, affecting the overall operation.	The climate change includes the European Union's implementation of carbon tax levied starting in 2023, which may increase the production cost and transportation cost of commodities, causing impact on the Company's operation.
	<b>Scope of impact</b>	The Company	The Company
	<b>Time of occurrence</b>	Short, medium, and long-term	Short, medium, and long-term
	<b>Potential financial impact</b>	Increase of operating costs	Increase of operating costs
	<b>Countermeasures</b>	The Company continues to follow the principles of green design and local procurement, and to strive for low-carbon products through the annual carbon reduction projects. In a short term, the Company will establish a greenhouse gas inventory management plan. In a medium and long term, the Company will set up solar power	With regard to the response plan, the Company aims to adopt green energy-saving solutions, to reduce raw material consumption and to strengthen the proportion of localized procurement in the supply chain, in order to reduce the impact of the increase of raw material and transportation costs.

Item	Implementation Status				
			facility and will also start the evaluation operation, along with the establishment of the carbon reduction goal in order to achieve the low-carbon product goal by 2030.		
		<b>Opportunity Item</b>	<b>Development of low-carbon manufacturing processes</b>	<b>Increasing green awareness</b>	
	<b>Opportunity type</b>		Resource efficiency	Resource efficiency	
	<b>Explanation</b>		Use of highly efficient production process and transportation methods	Use of highly efficient production process and transportation methods	
	<b>Scope of impact</b>		The Company	The Company	
	<b>Time of occurrence</b>		Mid- and long-term	Mid- and long-term	
	<b>Potential financial impact</b>		Increase income and decrease costs	Reduce costs	
	<b>Countermeasures</b>		The Company follows the principles of green design and local procurement, and to strive for low-carbon products through the annual carbon reduction projects.	The minimum design of the modules is able to reduce the use of raw materials, and strengthens the localization of the supply chain procurement ratio, in order to reduce the impact of increasing costs of raw materials and transportation.	

Item	Implementation Status									
	<p>Note: For the costs of the actions taken for managing risks or opportunities, please refer to the Company's 2024 Sustainability Report, Section 4.1 Product Innovation and Sustainable Products.</p>									
<p>3. Describe the impact of extreme climate event and transformation action on the finance.</p>	<table border="1"> <thead> <tr> <th data-bbox="833 520 1057 577"></th> <th data-bbox="1057 520 1402 577">Scenario description</th> <th data-bbox="1402 520 1993 577">Description of potential financial impact</th> </tr> </thead> <tbody> <tr> <td data-bbox="833 577 1057 1098"><b>Extreme climate</b></td> <td data-bbox="1057 577 1402 1098"> <ol style="list-style-type: none"> <li>1. Typhoon and flooding events</li> <li>2. Changes in rainfall patterns and extreme climate changes</li> <li>3. Rise of sea level</li> </ol> </td> <td data-bbox="1402 577 1993 1098"> <ol style="list-style-type: none"> <li>1. Decrease or interruption of production capability (such as shutdown, transportation difficulties or supply chain interruption)</li> <li>2. Impact on labor management and planning</li> <li>3. Current asset offset and early scrap and disposal</li> <li>4. Increase of operating cost</li> <li>5. Increase of infrastructure cost (such as facility damage)</li> <li>6. Increase of insurance premium and difficulty in insurance enrollment for assets located at “high risk” regions</li> </ol> </td> </tr> <tr> <td data-bbox="833 1098 1057 1362"><b>Transformation action</b></td> <td data-bbox="1057 1098 1402 1362"> <ol style="list-style-type: none"> <li>1. Incentives for supportive energies</li> <li>2. Participation in the carbon trading market</li> <li>3. Energy safety and non-concentration transition</li> </ol> </td> <td data-bbox="1402 1098 1993 1362"> <ol style="list-style-type: none"> <li>1. Reduce operating costs</li> <li>2. Reduce the risk of future energy price hikes</li> <li>3. Reduce GHG emission risks, in order to reduce the sensitivity to changes in the carbon trading price</li> </ol> </td> </tr> </tbody> </table>		Scenario description	Description of potential financial impact	<b>Extreme climate</b>	<ol style="list-style-type: none"> <li>1. Typhoon and flooding events</li> <li>2. Changes in rainfall patterns and extreme climate changes</li> <li>3. Rise of sea level</li> </ol>	<ol style="list-style-type: none"> <li>1. Decrease or interruption of production capability (such as shutdown, transportation difficulties or supply chain interruption)</li> <li>2. Impact on labor management and planning</li> <li>3. Current asset offset and early scrap and disposal</li> <li>4. Increase of operating cost</li> <li>5. Increase of infrastructure cost (such as facility damage)</li> <li>6. Increase of insurance premium and difficulty in insurance enrollment for assets located at “high risk” regions</li> </ol>	<b>Transformation action</b>	<ol style="list-style-type: none"> <li>1. Incentives for supportive energies</li> <li>2. Participation in the carbon trading market</li> <li>3. Energy safety and non-concentration transition</li> </ol>	<ol style="list-style-type: none"> <li>1. Reduce operating costs</li> <li>2. Reduce the risk of future energy price hikes</li> <li>3. Reduce GHG emission risks, in order to reduce the sensitivity to changes in the carbon trading price</li> </ol>
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Item	Implementation Status			
				<p>4. Increase available capital (more investors are optimistic about low-emissions manufacturers)</p> <p>5. Improve corporate reputation</p>
<p>4. Describe how the processes for identifying, assessing, and managing climate risks are integrated into the overall risk management system.</p>	<p>The Chairman's Office is the highest decision-making unit for the Company's risk control, and directly supervises the risk governance structure of each company in the Group. To improve risk assessment and strengthen management functions, the Board of Directors has appointed the Vice Chairman to act as the Chief Sustainability Officer, responsible for identifying and managing the risks of corporate operations, including the physical and transformation risks associated with climate change, and leading the planning of relevant countermeasures.</p> <p>The Vice Chairman leads the team of relevant heads of operations, in order to be responsible for the risk assessment of various plans and projects organized by each responsible department and to provide response guidance. The responsible department is responsible for the actual execution of risk management, analysis, monitoring and prevention of relevant risks related to the department's responsibilities, and ensuring that the risk management mechanism and procedures can be effectively implemented.</p>			
<p>5. If the scenario analysis is used to assess the resilience against the climate change risk, it is necessary to describe the scenario, parameters, assumptions, analysis factors used and the key financial impact.</p>	<p>Presently, the Company has not yet used scenario analysis to assess the Company's resilience against climate change risks.</p>			
<p>6. If transformation plan for managing climate-related risk is available, the plan content shall be explained, and the indicators and goals for identifying and managing physical risks and transformation</p>	<p>None.</p>			

Item	Implementation Status
risk shall be described.	
7. If the internal carbon pricing is used as a planning tool, it is necessary to explain the price establishment basis.	None.
8. If climate-related goal has been set up, it is necessary to describe the information of activity covered, greenhouse gas emissions scope, plan schedule, annual achievement progress, etc. If carbon offset or renewable energy certificates (RECs) are used to achieve relevant goals, it is necessary to explain the carbon reduction source and quantity for the offset or the quantity of renewable energy certificates (RECs).	The Company upholds the noble goals related to the environmental protection and sustainable life of the general public in terms of protecting our Earth, and the Company also aims to make contribution to environmental protection and energy saving with best effort. Through source reduction and use efficiency improvement, the Company aims to improve ecological benefits with respect to energy saving, waste reduction and GHG reduction, and also takes the challenges to achieve goal of carbon neutrality by 2050. The "Sustainable Development Committee" has been established to supervise relevant processes annually. Furthermore, the plan schedule for GHG emission reduction and annual progress outcome are detailed in Section 9.1-2 below.
9. GHG inventory and inspection assurance status, and reduction goal, strategy and specific action plan.	Please refer to the explanation below.

9. GHG inventory and assurance status of the Company in the most recent two years

9.1 Information on GHG Inventory Inspection

1. The Company’s parent company only inventory inspection has been started in 2022.
2. The subsidiaries in the consolidated financial statements has started the inventory inspection in 2023.

The total GHG emissions of the Company and all subsidiaries included in the consolidated financial statements are summarized in the following:

		2023		2024	
		Emissions (tonnes of CO <sub>2</sub> e)	Intensity (tonnes of CO <sub>2</sub> e/ NT\$ million of revenue)	Emissions (tonnes of CO <sub>2</sub> e)	Intensity (tonnes of CO <sub>2</sub> e/ NT\$ million of revenue)
The Company	Scope 1	12	0.0031	12	0.0017
	Scope 2	44	0.0114	40	0.0058
	Subtotal	56	0.0145	52	0.0075
All subsidiaries included In the consolidated financial statements	Scope 1	663	0.1717	955	0.1388
	Scope 2	15,427	3.9956	22,804	3.3141
	Subtotal	16,090	4.1673	23,759	3.4529
Total		16,146	4.1818	23,811	3.4604

### 9.1.1 Information on GHG Inventory Inspection

1. The Company's parent company only inventory inspection plans to be started in 2028.
2. The subsidiaries in the consolidated financial statements plans to start the inventory inspection in 2029.

### 9.2 GHG reduction goal, strategy and specific action plan

The main source of GHG emissions of the Company refers to the externally purchased electricity consumed by the manufacturing process, accounting for more than 60% of the emissions of Scope 1 and Scope 2. In order to reduce indirect emissions, the Company actively promotes energy-saving measures, including the introduction of ISO 5001 energy management, replacement of energy-saving equipment and components, and increase of the use of renewable energy, as the main strategic direction. In 2024, the Company's GHG emission intensity has decreased by 0.73% compared to that in 2023, which is mainly due to the optimized equipment efficiency and related energy management, in order to achieve the expected energy saving and carbon reduction goals. In order to integrate and implement energy-saving and carbon reduction strategies, the Company's Sustainable Development Committee coordinates and plans reduction programs for various departments, and implements a number of specific action plans, and regularly holds meetings to review and to track the implementation progress. The future planning goal is: to reduce GHG emissions by 10% by 2030, and to achieve the long-term commitment of achieving carbon neutrality by 2050.

(VII) Ethical Corporate Management Practices, and Discrepancies from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons

Item	Implementation status			Discrepancies from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
<p>I. Establishment of ethical corporate management policies and plans</p> <p>(I) Has the company established ethical management policies approved by the Board of Directors' meeting and stated in its memorandum or external correspondence about the policies and practices it has to maintain business integrity? Are the Board of Directors and senior management committed in fulfilling this commitment?</p>	✓		<p>(I) The Company has established the "Ethical Corporate Management Best Practice Principles", "Code of Ethical Conduct" and "Procedures for Ethical Management and Guidelines for Conduct" in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies", and has explicitly stated the related policies, preventive programs and implementation status of ethical management on the Company's website. The Company has also explicitly stated the corporate culture of ethical management, and regulates all employees to comply with the principles of honesty and integrity as well as government laws and regulations during their performance of the job duties of the Company. Board members and senior management also uphold the business philosophy of integrity.</p>	No significant difference

Item	Implementation status			Discrepancies from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
(II) Has the Company established an evaluation mechanism for the risk of unethical behavior, regularly analyzed and evaluated the business activities with high unethical behavior risk within the business scope, and formulated a plan to prevent unethical behavior accordingly which at least covers the preventive measures for the behaviors in paragraph 2, Article 7 of the “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies”?	✓		(II) The Company has established the "Ethical Corporate Management Best Practice Principles" and the "Procedures for Ethical Management and Guidelines for Conduct" in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" to prevent any business activities associated with higher risk of unethical conduct as described in Paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" or other business activities within the scope of business. The Company has also implemented the disciplinary actions and reporting of any violations found.	No significant difference
(III) Has the Company defined and enforced operating procedures, behavioral guidelines, penalties and grievance systems as part of its preventive measures against dishonest conducts? Are the above measures reviewed and revised on a regular basis?	✓		(III) The Company has established the "Procedures for Ethical Management and Guidelines for Conduct" and the "Code of Ethical Conduct" to specify the operating procedures, guidelines, disciplinary actions for violation and reporting system, and has also implemented accordingly.	No significant difference

Item	Implementation status			Discrepancies from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
II. Implementation of ethical management				
(I) Has the Company evaluated the ethical records of its trading counterparties, and specified the ethical conduct clauses in the contracts signed with its trading counterparties?	✓		(I) Pursuant to the “Ethical Corporate Management Best Practice Principles” and “Procedures for Ethical Management and Guidelines for Conduct”, if any counterparty of any business relationship or partnership is found to be unethical, the relationship should immediately be terminated, and list them as denied counterparties, in order to implement the Company’s ethical management policy properly.	No significant difference
(II) Has the Company set up a dedicated unit under the Board of Directors to promote ethical corporate management, and regularly (at least once a year) report to the Board of Directors its ethical corporate management policy and plan to prevent unethical behavior as well as its supervision of the implementation?	✓		(II) The Company designates the human resource unit of the Management Division to be responsible for promoting corporate ethical management and to coordinate with relevant units to implement the formulation and supervision of policies and execution thereof. The Company is committed to actively implement the policies of corporate ethical management and regularly reports the implementation status to the Board of Directors once annually. The Board of Directors has completed the 2024 ethical management implementation status report on December 19, 2024. Relevant implementation status of 2024 is as follows:  1. Education and training advocacy: To ensure that all	No significant difference

Item	Implementation status			Discrepancies from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
			<p>employees comply with the relevant regulations of ethical management and prevention of insider trading, new employees are required to receive training related to the policies of ethical management and prevention of insider trading on the job onboard date, and all employees are also arranged to receive education and training. The Company organizes education and training on ethical corporate management and prevention of insider trading for current directors, managerial officers and employees at least once annually.</p> <p>2. Comprehensive reporting mechanism: The Company has established a reporting mailbox as a complaint filing channel for stakeholders, and the reporting channels are also posted on the Company's website. In addition, the reporting process is standardized, in order to protect the legitimate rights and interests of reporters. For reporting items, including anonymous reporting and reporting bearing the name of reporter, with regard to any possible violation of the ethical management, the Company conducts investigation on the reporting contents of people involved and relevant background. The Company also takes appropriate disciplinary actions depending on the severity of the case. The following is a summary of the valid reporting cases accepted in 2024, and no major unethical conduct has occurred.</p>	

Item	Implementation status			Discrepancies from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons								
	Yes	No	Summary									
(III) Has the Company established policies to prevent conflicts of interest, provided appropriate methods for stating one's conflicts of interest, and implemented them appropriately?	✓		<table border="1"> <thead> <tr> <th>Item</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Independent Director's mailbox (Audit Committee)</td> <td>0 case</td> </tr> <tr> <td>Major illegal conducts of employees</td> <td>0 case</td> </tr> <tr> <td>Reporting of cases of sexual harassment and illegal infringement at the workplace</td> <td>0 case</td> </tr> </tbody> </table> <p>(III) The Company has established policies to prevent conflicts of interest in its "Ethical Corporate Management Best Practice Principles", "Code of Ethical Conduct" and "Operational Procedures and Guidelines for Ethical Management", and has provided appropriate channels for reporting and implemented properly.</p>	Item	2024	Independent Director's mailbox (Audit Committee)	0 case	Major illegal conducts of employees	0 case	Reporting of cases of sexual harassment and illegal infringement at the workplace	0 case	No significant difference
Item	2024											
Independent Director's mailbox (Audit Committee)	0 case											
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(IV) Has the Company established effective accounting and internal accounting and control systems for the implementation of ethical corporate management policies, prepared audit plans according to the evaluation results of dishonesty risks, and have they results audited by internal	✓		<p>(IV) In order to ensure the implementation of ethical management, the Company has established an effective accounting system and internal control system along with constant review and revision. The Company's audit unit performs audits in accordance with the annual audit plan, and ensures the effectiveness of the design and implementation of</p>	No significant difference								

Item	Implementation status			Discrepancies from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
<p>auditors or CPAs?</p> <p>(V) Has the Company provided internal and external training on ethical management regularly?</p>	✓		<p>the internal control system through self-evaluation operations, as the basis for issuing a statement of internal control system, which is also submitted to the Board of Directors for approval.</p> <p>(V) In order to implementation of the ethical management and prevention of insider trading, the Company organizes regular education and training for all employees. In 2024, the number of employees receiving training was 160 people, and each employee received 0.5 hour of training. Relevant principles and regulations were also announced to all employees. Relevant audio and video files and the ethical corporate management policy statement were also made available in the internal employee system simultaneously for the reference of those who did not attend training on that day. All employees completed the declaration of ethical corporate management policy, and the signing rate was 100%, in order to strengthen the management of ethical corporate management.</p>	No significant difference
<p>III. Implementation status of the Company's reporting system</p> <p>(I) Has the Company established a specific whistle-blowing and reward system, established a channel to facilitate reporting, and assigned appropriate dedicated</p>	✓		<p>(I) The Company has established a reporting mailbox as a complaint filing channel for stakeholders, and the reporting channels are also posted on the Company's website. In addition, the reporting process is</p>	No significant difference

Item	Implementation status			Discrepancies from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
<p>personnel to handle the reported cases?</p> <p>(II) Has the Company established the standard operating procedures for the investigation of accused matters, follow-up measures after investigation and the relevant confidentiality mechanism?</p> <p>(III) Has the Company taken measures to protect the whistleblower from improper treatment due to their whistle-blowing?</p>	<p>✓</p> <p>✓</p>		<p>standardized, in order to protect the legitimate rights and interests of reporters. For reporting items, including anonymous reporting and reporting bearing the name of reporter, with regard to any possible violation of the ethical management, the Company conducts investigation on the reporting contents of people involved and relevant background. The Company also takes appropriate disciplinary actions depending on the severity of the case. In 2024, the Company was not subject to any major employee violations, sexual harassment, or any complaints of illegal workplace violations.</p> <p>(II) The Company has established the procedures for handling reporting cases in the "Procedures for Ethical Management and Guidelines for Conduct" and has clearly specified that the identity of the reporter and the reporting content shall be kept confidential.</p> <p>(III) The Company has established the "Procedures for Ethical Management and Guidelines for Conduct" to specify that relevant personnel handling reporting cases shall declare in writing that they will keep the identity of the reporters and the reporting content confidential, in order to protect reporters from</p>	<p>No significant difference</p> <p>No significant difference</p>

Item	Implementation status			Discrepancies from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
			improper treatment due to the reporting cases.	
IV. Enhancement of information disclosure Does the Company disclose the content and promotion effect of its ethical corporate management best practice principles on its website and MOPS?	✓		The Company discloses the contents and implementation of the Ethical Corporate Management Best Practice Principles on the MOPS and the Company's website, and regularly maintains and updates the same.	No significant difference
V. If the Company has established ethical management principles based on “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies”, please describe any discrepancy between the principles and their implementation: No major difference.				
VI. Other important information that is helpful in understanding the corporate ethical management operation of the Company? (Such as, the Company has the corporate ethical management best practice principles amended, etc.): When the Company amends the "Ethical Corporate Management Best Practice Principles" or the "Ethical Corporate Management Procedure and Code of Conduct", the amendment proposal is submitted to the Audit Committee and the Board of Directors for discussion first, followed by reporting to the shareholders' meeting, in order to proceed with the announcement and execution thereof.				

(VIII) When the Company has established its corporate governance best practice principles and relevant regulations, the inquiry method thereof shall be disclosed:

For the Company's corporate governance-related rules and regulations, please visit the MOPS.

(IX) Other significant information that will provide a better understanding of the state of the company's implementation of corporate governance:

The inquiry method is as follows: MOPS (Code: 6743).

- (X) Internal control system implementation status
1. Statement of Internal Control: Please visit the MOPS > Single Company > Corporate Governance > Company Regulations/ Internal Control > Statement of Internal Control (<https://mops.twse.com.tw/mops/#/web/t06sg20>) for inquiry.
  2. If the internal control system was reviewed by CPA, the CPA's review report shall be disclosed: None.
- (XI) Penalties imposed against the Company and its internal personnel for regulatory violation, or penalties imposed by the Company against its employees for violation of internal control policy in the most recent year up till the publication date of this annual report; if the penalty result may have material impact on the shareholders' equity or stock price, it is necessary to describe the penalty content, areas of weakness and improvement status: None.
- (XII) Material resolutions made by the shareholders' meetings and the board meetings during the most recent financial year and up to the printing date of the annual report:
1. Important resolution and execution status of shareholders' meetings

Date	Important resolution	Implementation Status
2024.6.21 General shareholders' meeting	Proposal for the Company's 2023 business report and financial statements	Approved through resolution.
	The Company's 2023 earnings distribution proposal	Approved through resolution. The proposal has been reported, and the cash dividend for distribution to shareholders is NT\$0.09 per share. The ex-dividend date is set to be August 11, 2024, and the cash dividend is scheduled to be distributed on August 30, 2024.
	Proposal for the Company's distribution of capital reserve in cash.	Approved through resolution. The capital reserve is distributed at NT\$0.41 per share, and the distribution base date is August 11, 2024, and distributed on August 30, 2024.

2. Important resolutions of the Board of Directors' meetings

Date	Important resolutions	Matters specified in Article 14-3 of Securities and Exchange Act
2024.1.24	Proposal for credit extension with International Bills Finance Corporation	✓
	Renewal of credit extension with Taipei Fubon Bank	✓
	Proposal for the Company's subsidiary, Ampacs International Company Limited, to renew its credit extension with Taipei Fubon Bank	✓

Date	Important resolutions	Matters specified in Article 14-3 of Sectaries and Exchange Act
	Proposal for distribution of year-end bonus to managerial officers for 2023.	
	The Company's plan to establish a new subsidiary in Vietnam	✓
	<p>Opinion of independent directors: None.</p> <p>The Company's handling for the opinions of independent directors: None.</p> <p>Resolution result: After the chair requesting for consents, all attending directors agreed with the proposal without objections, this proposal was passed as proposed.</p>	
2024.3.14	Proposal for appointment of CPAs and evaluation of their independence and competency	✓
	Proposal for establishment of the general rules for the Company's policy for early approval of non-assurance services	✓
	Proposal for the Company's distribution of 2023 remunerations of employees and directors	
	Proposal for the Company's 2023 business report and financial statements	✓
	Approved the Company's 2023 Statement of Internal Control	✓
	Proposal for the Company's application for a short-term loan and import financing facility from Hua Nan Commercial Bank, Longjiang Branch	✓
	Proposal for the Company's application for a short-term purchase of materials financing facility from Mega International Commercial Bank, Taipei Fuxing Branch	✓
	Proposal for credit extension renewal with Far Eastern International Bank Co., Ltd.	✓
	Proposal for the Company's application for a short-term loan and import financing facility from Shin Kong Bank	✓
Proposal for the Company's subsidiary, Ampacs International Company Limited, to apply for credit extension with the VCB Bank (Vietnam Cooperative Bank) in Vietnam	✓	

Date	Important resolutions	Matters specified in Article 14-3 of Sectaries and Exchange Act
	<p>Proposal for convention of the 2024 general shareholders' meeting.</p> <p>Opinion of independent directors: None.</p> <p>The Company's handling for the opinions of independent directors: None.</p> <p>Resolution result: After the chair requesting for consents, all attending directors agreed with the proposal without objections, this proposal was passed as proposed.</p>	
2024.4.25	The Company's 2023 earnings distribution proposal	✓
	Proposal for distribution of capital reserve in cash	✓
	Establishment of the ex-dividend date for the distribution of cash dividends from earnings and cash dividends from capital reserve	✓
	Proposal for the Company's application for a mid-term loan financing facility with the Shanghai Commercial & Savings Bank Ltd.	✓
	Discussion on the proposal for distribution of first time of performance bonus to managerial officers for 2024	
	<p>Proposal for additional content to the Company's 2024 general shareholders' meeting agenda</p> <p>Opinion of independent directors: None.</p> <p>The Company's handling for the opinions of independent directors: None.</p> <p>Resolution result: After the chair requesting for consents, all attending directors agreed with the proposal without objections, this proposal was passed as proposed.</p>	
2024.5.14	The Company's 2024 Q1 consolidated financial statements	✓
	Proposal for the Company's application for credit extension with DBS Bank (Taiwan)	✓
	Proposal for the Company's application for renewal of credit extension with the Bank of Taiwan, New Yonghe Branch	✓
	Proposal for the Company's application for a short-term loan, operating and material purchase credit line from Chang Hwa Commercial Bank, Taipei Branch	✓

Date	Important resolutions	Matters specified in Article 14-3 of Sectaries and Exchange Act
	Proposal for the Company's application for credit extension with Entie Commercial Bank	✓
	Proposal for the Company's application for credit extension with Taichung Commercial Bank	✓
	Proposal for the Company's application for credit extension with Taishin International Bank	✓
	Proposal for the Company's subsidiary, Ampacs International Company Limited, to apply for credit extension with Indovina Bank Ltd. In Vietnam	✓
	<p>Opinion of independent directors: None.</p> <p>The Company's handling for the opinions of independent directors: None.</p> <p>Resolution result: After the chair requesting for consents, all attending directors agreed with the proposal without objections, this proposal was passed as proposed.</p>	
2024.8.13	The Company's 2024 Q2 consolidated financial statements	✓
	Proposal for CTBC Bank credit extension	✓
	Proposal for renewal of credit extension with Bank Sinopac Co., Ltd.	✓
	Proposal for the Company's application for credit extension with E.Sun Commercial Bank	✓
	Discussion on the proposal for distribution of second time of performance bonus to managerial officers for 2024.	
	Proposal for capital increase of the Company's Vietnam subsidiary, Yue Xin Import and Export Trading Co., Ltd.	✓
	Implementation result of the Company's 2023 Sustainability Report	
2024.9.12	The Company's plan to establish a subsidiary in Taiwan	✓

Date	Important resolutions	Matters specified in Article 14-3 of Sectaries and Exchange Act
	Proposal for removal of non-compete restriction for managerial officers and directors of the Company	
	Proposal for approval on the appointment of the President of Ampacs International Company Limited in Vietnam	
	<p>Opinion of independent directors: None.</p> <p>The Company’s handling for the opinions of independent directors: None.</p> <p>Resolution result: After the chair requesting for consents, all attending directors agreed with the proposal without objections, this proposal was passed as proposed.</p>	
2024.11.12	The Company's 2024 Q3 consolidated financial statements	✓
	Proposal for CTBC Bank credit extension renewal	✓
	Proposal for the Company’s application for credit extension with Cathay United Bank	✓
	Proposal for credit extension with Taiwan Cooperative Bills Finance Corporation	✓
	Proposal for the Company's subsidiary, Ampacs International Company Limited, to apply for credit extension with Hua Nan Commercial Bank, Ho Chi Minh City Branch	✓
	Proposal for the Company's subsidiary, Ampacs International Company Limited, to apply for credit extension with First Commercial Bank, Ho Chi Minh City Branch	✓
<p>Opinion of independent directors: None.</p> <p>The Company’s handling for the opinions of independent directors: None.</p> <p>Resolution result: After the chair requesting for consents, all attending directors agreed with the proposal without objections, this proposal was passed as proposed.</p>		
2024.12.19	Proposal for the Company’s 2025 internal audit plan	✓
	Proposal for the Company's 2025 business plan and budget	✓
	Proposal for amendment to the Company's “Rules of Procedure for Board of Directors Meetings”	✓

Date	Important resolutions	Matters specified in Article 14-3 of Sectaries and Exchange Act
	Proposal for amendment to the Company’s “Audit Committee Charter”	✓
	Proposal for amendment to the Company’s “Corporate Governance Best Practice Principles”	✓
	Proposal for establishment of the Company’s “Rules Governing Sustainability Information”	✓
	Proposal for amendment to the Company’s “Internal Control Audit Implementation Rules”	✓
	<p>Opinion of independent directors: None.</p> <p>The Company’s handling for the opinions of independent directors: None.</p> <p>Resolution result: After the chair requesting for consents, all attending directors agreed with the proposal without objections, this proposal was passed as proposed.</p>	
2025.1.16	Renewal of credit extension with Taipei Fubon Bank	✓
	Proposal for distribution of year-end bonus to managerial officers for 2024.	
	<p>Opinion of independent directors: None.</p> <p>The Company’s handling for the opinions of independent directors: None.</p> <p>Resolution result: After the chair requesting for consents, all attending directors agreed with the proposal without objections, this proposal was passed as proposed.</p>	
2025.3.12	Proposal for appointment of CPAs and evaluation of their independence and competency	✓
	Proposal for establishment of the general rules for the Company’s policy for early approval of non-assurance services	✓
	<p>Opinion of independent directors: None.</p> <p>The Company’s handling for the opinions of independent directors: None.</p> <p>Resolution result: After the chair requesting for consents, all attending directors agreed with the proposal without objections, this proposal was passed as proposed.</p>	
	Distribution of the Company's 2024 employees' remuneration and directors' remuneration.	

Date	Important resolutions	Matters specified in Article 14-3 of Sectaries and Exchange Act
	<p>Opinion of independent directors: None.</p> <p>The Company's handling for the opinions of independent directors: None.</p> <p>Resolution result: After the chair inquired consents of attending directors, the proposal was approved by all directors attending the meeting without objections, but the amount of employee remuneration was increased. The detailed amount was calculated by the finance unit and reported to the Board of Directors.</p>	
	The Company's 2024 business report and financial statements.	✓
	Approved the 2024 Statement of Internal Control System	✓
	Amendment to the Articles of Incorporation	✓
	Proposal for the Company's application for a short-term loan and import financing facility from Hua Nan Commercial Bank, Longjiang Branch	✓
	Proposal for the Company's application for a short-term purchase of materials financing facility from Mega International Commercial Bank, Taipei Fuxing Branch	✓
	Proposal for the Company's application for credit extension with Entie Commercial Bank	✓
	Proposal for the Company's application for a short-term loan and import financing facility from Shin Kong Bank	✓
	Proposal for the Company's subsidiary, Ampacs International Company Limited, to apply for credit extension with the VCB Bank (Vietnam Cooperative Bank) in Vietnam	✓
	The Company's plan to establish a subsidiary in Japan	✓
	Proposal for re-election of all directors (including independent directors) of the Company	
	Proposal for the period, number of seats to be elected, and location for accepting the nomination for candidates of directors (including independent directors)	
	Proposal for approval of the list of director candidates nomination (including independent directors)	

Date	Important resolutions	Matters specified in Article 14-3 of Sectaries and Exchange Act
	Proposal for removal of non-compete restriction for new directors (including independent directors)	
	Proposal for convention of the 2025 general shareholders' meeting.	
	<p>Opinion of independent directors: None.</p> <p>The Company's handling for the opinions of independent directors: None.</p> <p>Resolution result: After the chair requesting for consents, all attending directors agreed with the proposal without objections, this proposal was passed as proposed.</p>	
2025.4.24	Proposal for distribution of the Company's 2024 remunerations of employees and directors.	
	Proposal for the Company's distribution of 2024 remunerations of managerial officers.	
	Distribution of the Company's 2024 directors' remuneration. (excluding independent directors)	
	Distribution of the Company's 2024 independent directors' remuneration.	
	The Company's 2024 Directors' Compensation Report.	
	Extension of intercompany loans within the Company's group subsidiaries.	✓
	Amendment to the Articles of Incorporation	✓
	<p>Opinion of independent directors: None.</p> <p>The Company's handling for the opinions of independent directors: None.</p> <p>Resolution result: After the chair requesting for consents, all attending directors agreed with the proposal without objections, this proposal was passed as proposed.</p>	

- (XIII) Documented opinions or declarations made by directors against board resolutions in the most recent year and up to the printing date of the annual report: None

#### IV. Information on Independent Auditor's Fee

##### Information on CPAs' Fee

Unit: NT\$ thousand

Name of Accounting Firm	Name of CPA	CPA audit period	Audit fees	Non-audit fees (Note)	Total	Remarks
Deloitte Taiwan	Chun-Yu Wang Ming-Hsien Liu	2024/01/01 ~ 2024/12/31	7,098	1,211	8,309	-

Note: Non-audit fees include the master file reports, tax certification, transfer pricing and others.

- (I) When the accounting firm is changed and the audit fees paid for the financial year in which the change took place are lower than those paid for the financial year immediately preceding the change, the amount of the audit fees reduced, ratio and the reason shall be disclosed: None.
- (II) When the audit fees paid for the current financial year are lower than those paid for the immediately preceding financial year by 10 percent or more, the amount and percentage of and reason for the reduction in audit fees: None.

#### V. Status of any change of CPAs in the most recent two years and subsequent period:

- (I) Information relating to the former CPAs.

Date of change	Approved by the Board of Directors on November 9, 2023		
Reason of change and explanation	In response to the internal rotation of Deloitte Taiwan, for the Company's financial statements originally audited by CPA Ming-Hsien Liu and CPA Yen-Chun Chen, of Deloitte Taiwan jointly, starting from Q4 of 2023, it is proposed to change to CPA Chun-Yu Wang and CPA Ming-Hsien Liu for the joint audit of the Company's financial statements.		
Explanation on whether the principal or CPA terminates or rejects the retention	Involving party Status	CPAs	Principal
	Actively terminates the retention	Not applicable	Not applicable
	Rejects further (continuous) retention	Not applicable	Not applicable
Audit report opinion other than unqualified opinion issued in the last two years and reasons thereof	None		

Any different opinions from the issuer	Yes		Accounting principle or practice
			Disclosure of financial statements
			Scope or step of audit
			Others
	None	V	
Explanation: None			
Other disclosures (Item 1-4 to Item 1-7 of Subparagraph 6 of Article 10 of these Rules required to be further disclosed)	None		

(II) Information relating to the succeeding CPA

Name of accounting firm	Deloitte Taiwan
Name of CPA	CPAs, Chun-Yu Wang and Ming-Hsien Liu
Date of retention	Approved by the Board of Directors on November 9, 2023
Accounting method or accounting principle for specific transactions before the retention and consultation and result on possible opinions issued for the financial statements	None
Written opinions of successor CPAs on different opinions of former CPAs	None

(III) Reply letter from the former CPA regarding matters covered in Item 1 and Item 2-3 of Subparagraph 6 of Article 10 of these Regulations: None.

**VI. The Company's chairman, President and Managers in charge of its finance and accounting operations holding any positions within the independent audit firm or its affiliates in the most recent year, the name, job title and the employment period at the independent audit firm or its affiliates: None.**

**VII. Transfer or pledge of shares owned by directors, managerial officers, shareholders with a stake of more than 10 percent during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report**

(I) Changes in shareholdings of directors, managerial officers, and major shareholders:

April 27, 2025; Unit: Shares

Job Title	Name	2024		Up to April 27, 2025	
		Increase (decrease) of shareholding	Increase (decrease) of pledged shares	Increase (decrease) of shareholding	Increase (decrease) of pledged shares
Chairman and President and shareholder with more than 10% of shareholding	Huang, Chang-Ching	0	0	0	0
Vice Chairman and Chief Technology Officer	Hsu, Ming-Jen	0	0	0	0
Director and Vice President	Lin, Yu-Feng	(171,449)	0	0	0
Director	Frederick Romano	(125,000)	0	0	0
Director	Chen, Chin-Fu	0	0	0	0
Director	Hsu, Ming-Chuan	0	0	0	0
Independent Director	Huang, Chih-Peng	0	0	0	0
Independent Director	He, Chun-Hui	0	0	0	0
Independent Director	Cheng, Kai	0	0	0	0
Independent Director	Chen, Chien-Hung	0	0	0	0
Head of Finance Department and concurrently acting as Head of Accounting Department and Corporate Governance Officer	Lin, Jen-Chieh	0	0	(60,000).	0
President of Ampacs International Company Limited	He, Yung-Tang (Note 1)	0	0	0	0

Note 1: He, Yung-Tang assumed the position on 2024/9/12.

(II) Information on transfer of shares (the counterparty of transfer of shares is a related party)

Name	Reason of equity transfer	Transaction date	Transaction counterparty	Relationship of transaction party with the Company, directors, supervisors and shareholders with shareholding percentage exceeding 10%	Number of shares (shares)	Transaction price (NT\$)
Lin, Jen-Chieh	Gift	2025.1.21	Lin, Wen-Liang	Father of the managerial officer	60,000	40.35

(III) Information on pledge of equity

None of the Company's directors, managerial officers, and shareholders with more than 10% ownership interest have pledged their equity to related parties.

**VIII. Information of shareholders of top ten shareholding percentage for related parties or spouse, relative relationship within second degree of kinship among themselves:**

April 27, 2025; Unit: shares; %

Name	Shareholding of the individual		Shareholding of spouse or minor children		Total shareholding by nominee arrangement		Company name or individual name and relationship of related parties or spouse or kinship within the second degree among the top ten major shareholders		Remarks
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Company name (or individual name)	Relationship	
Huang, Chang-Ching	27,671,900	18.45	3,889,575	2.59	23,588,873	15.73	1. Chang, Chiu-Chin 2. Chang, Yan-Li 3. Longan Investment Co., Ltd. 4. Changan Investment Co., Ltd.	1. Spouse 2. Second degree of kinship 3. Chairman of the company 4. Chairman of the company	-
Longan Investment Co., Ltd. (Representative: Huang, Chang-Ching)	11,907,304	7.94	-	-	-	-	Huang, Chang-Ching	Chairman of the company	-
Changan Investment Co., Ltd. (Representative: Huang, Chang-Ching)	11,681,569	7.79	-	-	-	-	Huang, Chang-Ching	Chairman of the company	-
Hsiao, Hsiu-Ju	9,316,545	6.21	-	-	1,811,961	1.21	Tai Xin Ltd.	Chairman of the company	-
Chang, Yen-Li	4,332,233	2.89	-	-	-	-	1. Huang, Chang-Ching 2. Chang, Chiu-Chin	1. Second degree of kinship 2. Second degree of kinship	-
Chang, Chiu-Chin	3,889,575	2.59	-	-	-	-	1. Huang, Chang-Ching 2. Chang, Yan-Li	1. Spouse 2. Second degree of kinship	-
Frederick Romano	2,454,048	1.64	-	-	-	-	-	-	-
Huang, Hao-Sheng	2,050,000	1.37	-	-	-	-	1. Huang, Chang-Ching 2. Chang, Chiu-Chin	1. First degree of kinship 2. First degree of kinship	-
Huang, Yu-Hsiang	2,050,000	1.37	-	-	-	-	1. Huang, Chang-Ching 2. Chang, Chiu-Chin	1. First degree of kinship 2. First degree of kinship	-
Huang, Ying-Chun	2,016,553	1.34	-	-	-	-	1. Huang, Chang-Ching 2. Chang, Chiu-Chin	1. First degree of kinship 2. First degree of kinship	-

**IX. Number of shares held by the Company, the Company's directors, supervisors, managerial officers and the number of shares invested in a single company which are held by the entities directly or indirectly controlled by the Company, and calculating the consolidated shareholding percentage of the above categories**

December 31, 2024/Unit: thousand shares; %

Investee	Investment by the Company		Investment by directors, managerial officers or any companies controlled either directly or indirectly by the Company		Overall Investment	
	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage
Tech. Pioneer, Ltd.	23,003	100.00	-	-	23,003	100.00
Ampacs International Company Limited	Note 1	100.00	-	-	Note 1	100.00
Vogten Import Export Trading Co., Ltd	Note 1	100.00	-	-	Note 1	100.00
Brilliance Investment Co., Ltd.	1,050	100.00	-	-	1,050	100.00
Richmake International Limited	1,224	100.00	-	-	1,224	100.00
Sunlight Ocean Holding Limited	850	100.00	-	-	850	100.00
Fortune Channel Universal Limited	16,000	100.00	-	-	16,000	100.00
Dong Guan Yi Zhuo Electronics Co., Ltd.	Note 1	100.00	-	-	Note 1	100.00
Dong Guan Yi Xing Electronics Co., Ltd.	Note 1	100.00	-	-	Note 1	100.00
Dong Guan Han Lei Electronics Co., Ltd.	Note 1	100.00	-	-	Note 1	100.00
Modern Pioneer (Kunshan) Co., Ltd.	Note 1	100.00	-	-	Note 1	100.00
Dongguan Shi Hong Jun Electronics Co., Ltd.	Note 1	100.00	-	-	Note 1	100.00

**Note 1: It is a limited liability company; therefore, it has no shares.**

### Three. Financing Status

#### I. Capital and Shares

##### (I) Source of Share Capital

##### 1. Share Capital Formation Process

Unit: thousand shares / NT\$ thousand

Year/ Month	Issue price	Registered capital		Paid-in capital		Remarks		
		Number of shares	Amount	Number of shares	Amount	Source of share capital	Use assets other than cash as capital contribution	Others
1998/7/2	1,000	10	10,000	10	10,000	Establishment of paid-in capital	-	Note 1
2004/4/7	1,000	50	50,000	50	50,000	Cash capital increase of NT\$40,000 thousand	-	Note 2
2004/11/4	1,000	70	70,000	70	70,000	Cash capital increase of NT\$20,000 thousand	-	Note 3
2006/12/11	10	30,300	303,000	30,300	303,000	Cash capital increase of NT\$233,000 thousand	-	Note 4
2016/1/20	20	70,000	700,000	50,300	503,000	Cash capital increase of NT\$200,000 thousand	-	Note 5
2016/6/8	10	70,000	700,000	57,000	570,000	Capital increase by retained earnings of NT\$67,000 thousand	-	Note 6
2017/6/7	10	70,000	700,000	70,000	700,000	Capital increase by retained earnings of NT\$130,000 thousand	-	Note 7
2018/6/7	10	150,000	1,500,000	80,000	800,000	Capital increase by retained earnings of NT\$100,000 thousand	-	Note 8
2019/5/30	10	150,000	1,500,000	100,000	1,000,000	Capital increase by retained earnings of NT\$200,000 thousand	-	Note 9
2019/10/30	30	150,000	1,500,000	104,800	1,048,000	Cash capital increase of NT\$48,000 thousand	-	Note 10
2020/9/13	10	150,000	1,500,000	110,000	1,100,000	Capital increase by capital surplus of NT\$52,000 thousand	-	Note 11
2020/12/23	100	150,000	1,500,000	122,000	1,220,000	Cash capital increase of NT\$120,000 thousand	-	Note 12
2021/10/1	10	500,000	5,000,000	150,000	1,500,000	Capital increase by retained earnings of NT\$158,000 thousand and capital increase by capital surplus of NT\$122,000 thousand	-	Note 13

Note 1: Jian-III-Zi No. 189770 Letter dated July 2, 1998.

- Note 2: Jing-Shou-Zhong-Zi No. 09331928720 Letter dated April 7, 2004.  
 Note 3: Jing-Shou-Zhong-Zi No. 09332976420 Letter dated November 4, 2004.  
 Note 4: Jing-Shou-Zhong-Zi No. 09533259460 Letter dated December 11, 2006.  
 Note 5: Jing-Shou-Shang-Zi No. 10501012880 Letter dated January 20, 2016.  
 Note 6: Jing-Shou-Shang-Zi No. 10501122330 Letter dated June 8, 2016.  
 Note 7: Jing-Shou-Shang-Zi No. 10601071410 Letter dated June 7, 2017.  
 Note 8: Jing-Shou-Shang-Zi No. 10701062320 Letter dated June 7, 2018.  
 Note 9: Jing-Shou-Shang-Zi No. 10801062870 Letter dated May 30, 2019.  
 Note 10: Jing-Shou-Shang-Zi No. 10801153020 Letter dated October 30, 2019.  
 Note 11: Jing-Shou-Shang-Zi No. 10901172910 Letter dated September 11, 2020.  
 Note 12: Jing-Shou-Shang-Zi No. 10901240300 Letter dated December 23, 2020.  
 Note 13: Jing-Shou-Shang-Zi No. 11001179590 Letter dated October 1, 2021.

## 2. Type of shares

April 27, 2025; Unit: Shares

Type of shares	Authorized share capital			Remarks
	Number of outstanding shares	Number of unissued shares	Total	
Registered common shares	150,000,000 (Note)	350,000,000	500,000,000	The Company is a TWSE-listed company

Note: The quantity includes 2,500,000 shares of treasury shares repurchased but not yet transferred.

## 3. Shelf registration system related information: Not applicable.

### (II) List of major shareholders:

April 27, 2025; Unit: Shares

Name of major shareholder	Shares	Number of shares held	Shareholding percentage
Huang, Chang-Ching		27,671,900	18.45%
Longan Investment Co., Ltd.		11,907,304	7.94%
Changan Investment Co., Ltd.		11,681,569	7.79%
Hsiao, Hsiu-Ju		9,316,545	6.21%
Chang, Yen-Li		4,332,233	2.89%
Chang, Chiu-Chin		3,889,575	2.59%
Frederick Romano		2,454,048	1.64%
Huang, Hao-Sheng		2,050,000	1.37%
Huang, Yu-Hsiang		2,050,000	1.37%
Huang, Ying-Chun		2,016,553	1.34%

(III) Dividend policy and implementation status of the Company

1. Dividend policy of the Company

When the Company has a surplus earning after final accounts of a fiscal year, taxes shall be paid according to the law and accumulated losses shall be covered first, following which 10% of the surplus earning shall be set aside as the legal reserve; however, when the legal reserve has reached the paid-in capital of the Company, it may be exempted from such appropriation. In addition, after special reserve is set aside or reversed according to the laws or regulations of the competent authority, if there is still remaining amount, such remaining amount and the undistributed surplus earning of the previous year shall be combined altogether for submission to the Board of Director in order to establish a proposal on distribution of surplus earning, which shall also be submitted to the shareholders' meeting for resolution on the distribution of shareholders' bonuses.

When the Company appropriates a special reserve in accordance with the law, for the insufficient amount of the "net amount debited to the other equity in the previous period", a special reserve for the same amount shall be appropriated from the undistributed earnings of the previous period before the earnings distribution. If there is still a deficiency, the amount shall be added to the current net profit after tax plus the current net income after tax other than the current net income after tax and then included in the current undistributed earnings for recognition.

If the aforementioned dividends, legal reserve and capital reserve are paid in cash, the Board of Directors is authorized to distribute such dividends, legal reserve and capital reserve based on the resolution of a majority of attending directors of a Board meeting with at least two-thirds of the directors present, and shall also report to the shareholders' meeting. If the dividends are paid in the form of new shares, the distribution shall be handled in accordance with the regulations adopted by the shareholders' meeting.

2. Dividend distribution status

On May 14, 2025, the Board of Directors of the Company has approved the distribution of the dividends for 2024 as follows: The cash dividend of NT\$44,250,000 from the undistributed earnings of 2024 is distributed, and the capital reserve of NT\$177,000,000 from the share premium is distributed to shareholders, such that a total of NT\$221,250,000 is distributed to shareholders in cash, for the cash dividend of NT\$1.5 per share. The distribution base date has been determined by the Board of Directors. If the number of outstanding shares is affected by subsequent changes in the Company's capital such that the shareholders' dividend payout ratio is changed, the Chairman is authorized to make adjustments.

(IV) Impact of the distribution of bonus shares proposed for the current year on the business performance of the Company and earning per share: Not applicable.

(V) Remuneration of employees and directors

1. Information on the percentage or range of remuneration of employees and remuneration of directors in the Articles of Incorporation:

If the Company makes a profit in a fiscal year, it shall allocate no less than 1% of the profit (the term "profit" refers to the pre-tax income before the distribution of remunerations of employees and directors) as the remuneration of employees and no more than 3% as remuneration of directors, which shall be resolved by the Board of

Directors and reported to the shareholders' meeting. However, when there is still accumulated loss, the Company shall reserve amount to compensate such loss first, followed by setting aside amounts for the remuneration of employees and the remuneration of directors according to the aforementioned ratios.

The remuneration to employees described in the preceding paragraph may be paid in the form of shares or in cash, but the remuneration of directors may only be paid in cash.

2. The basis for estimating the amount of remuneration of employees and directors, the basis for calculating the number of shares to be distributed as employee remuneration, and the basis for accounting handling for the discrepancy between the actual distributed amount and the estimated figure for the current year, the amount of remunerations of employees and directors of the Company shall comply with the percentage set forth in the Articles of Incorporation, and the amount shall be estimated in accordance with such principle, which shall be resolved by the Board of Directors and submitted to the shareholders' meeting for approval. If the actual distribution amount resolved by the Board of Directors differs from the estimated amount, it shall be treated as a change in accounting estimate and shall be recognized as profit or loss for the next year.

3. Remuneration distribution status approved by Board of Directors

- (1) Amount of employees' remuneration and remuneration of directors distributed in cash or shares. If there is a discrepancy between the estimated amount in the year of recognition, the amount difference, the reason, and the response to the situation shall be disclosed:

The Company held a Board of Directors' meeting on April 24, 2025, resulting in the difference between the actual amount of employees' remuneration paid and the amount recognized in the consolidated financial statements for the year adjusted as the profit or loss of 2025.

	2024; Unit: NT\$ thousand	
	Remuneration of employees	Remuneration of directors and supervisors
Distribution amount resolved by Board of Directors	<u>\$ 11,491</u>	<u>\$ 3,830</u>
Amount recognized in the annual financial statements	<u>\$ 3,830</u>	<u>\$ 3,830</u>

- (2) Employees' remuneration distributed in share and the ratio over the financial statements net profit in the current period and the employees' remuneration total amount: Not applicable.

4. Actual distribution status (including number shares, amount and share price of the distribution) of the employees' bonus and remunerations of directors in 2020, and if there is any difference in the recognition of the remuneration of employees and remuneration of directors, the difference amount, reason and handling status shall be explained:

The Company operated at a loss in 2023; therefore, no remunerations of directors or employees were distributed.

(VI) Shares repurchased by the Company: None.

**II. Issuance of corporate bonds:** None.

**III. Issuance of preferred shares:** None.

**IV. Issuance of global depository receipts:** None.

**V. Issuance of employee stock options:** None.

**VI. Issuance of new restricted employee shares:** None.

**VII. Issuance of new shares in connection with mergers or acquisitions or with acquisitions of shares of other companies:** None.

**VIII. Capital plans and implementation status:**

Up to the printing date of annual report of last quarter, the Company is not subject to the condition of previous issuances or private placements of securities not yet been completed or those completed in the last three years with plan effectiveness not yet revealed.

## Four. Operation Overview

### I. Business Content

#### (I) Scope of Business

##### 1. Main content of business operation

CC01030 Electrical Appliances and Audiovisual Electronic Products Manufacturing

CC01110 Computers and Peripheral Equipment Manufacturing

C805050 Industrial Plastic Products Manufacturing

F401010 International Trade

##### 2. Business weights

Unit: NT\$ thousand; %

Product item	2023		2024	
	Net operating income	Ratio (%)	Net operating income	Ratio (%)
Consumer electronics	3,519,960	91.16	6,600,066	95.91
Plastic parts and components	341,341	8.84	281,372	4.09
Total	3,861,301	100	6,881,438	100

##### 3. Present products (services) of the Company:

A. E-sports earphones

B. TWS true wireless stereo

C. In-ear earphones

D. Surveillance camera

E. Mobile phone game controller

F. Speakers

G. Cables

H. Netcom plastic injection molding and processing

##### 4. New products (services) planned for development

Product category	New products planned for development
Smart noise reduction earphones	1. Environmental smart noise reduction earphones 2. Smart noise reduction earphones with calling function
3D application earphones	Smart earphones supporting 3D positioning and 3D stereo
Ultra-low latency and ultra-low power consumption earphones	New generation ultra-low latency and ultra-low power consumption earphones
High fidelity (hi-fi) microphone	Hi-fi microphones for e-sports, online community and streaming applications
Network security	Internet camera
Peripheral accessories for mobile phones	Mobile phone game controller
Wearable devices	Smart watches

## (II) Industry Overview

The Company is specialized in the design, R&D and production of TWS true wireless earphones, e-sports earphones, music entertainment earphones, high fidelity (hi-fi) microphones and surveillance system cameras OEM products. The Company's products are widely used in the consumer market, including consumer electronic products: smartphones, game consoles, computers, tablet PCs, wearable devices, TVs, smart home appliances, mobile phone controllers, surveillance audio-video equipment, and online applications. The development of the main industries and application industries of these consumer electronics products are described in the following.

### 1. Industry Current Status and Development

With the continued breakthrough of digital semiconductor technology and the rapid development of network technology, consumer electronic products are continuously improved to have advanced functions and intelligence performance, leading the consumer market to a new stage of development. In the next few years, consumer demands for connection, real-time functions and personalized needs are expected to further increase. It is also expected that the popularity of smart devices, IoT and 5G technology will accelerate the change of consumer behaviors and lifestyles. Furthermore, artificial intelligence (AI) and machine learning will not only strengthen the functions of products, but also play an important role in customer experience, product recommendation, and market trend prediction. In general, technological advancement will continue to promote consumers' demand for innovative products, and a new competitive global market is expected to be established.

In 2025, the global market for personal computers, notebooks, tablets, game consoles and earphones will continue to grow under the positive influence of the application of AI technology, the launch of next-generation game consoles, the advancement of network technology and the popularity of multi-platform media. These factors will promote consumer demands for high-performance, smart and multi-functional equipment.

Fig. 1. Global Gaming Headset Trend (Unit: 100 USD Million)



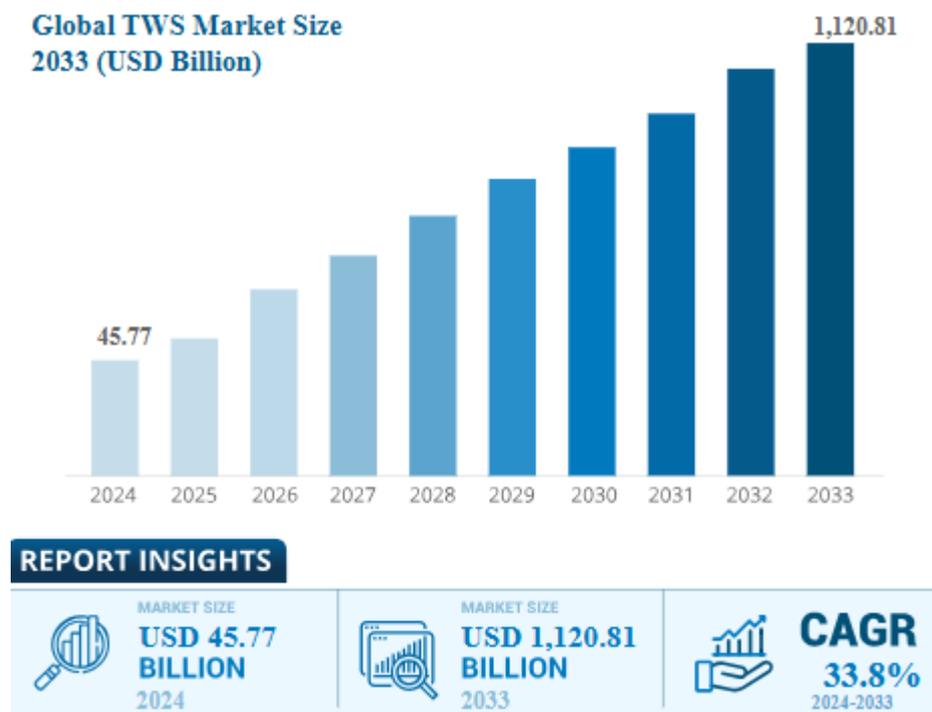
Source of Information: <https://www.technavio.com/report/gaming-headset-market-industry-analysis>

The global true wireless stereo (TWS) earphone market is expected to grow significantly. The market scale in 2024 was approximately US\$45.77 billion, and it is expected that the compound annual growth rate (CAGR) from 2024 to 2029 may reach 7.7%.

Such growth is mainly driven by the increase in demand for wireless audio and video solutions and the advancement of Bluetooth technology. With the increasing popularity of smartphones, wearable devices, gaming and streaming platforms, TWS devices (particularly wireless earphones and earphones) are receiving greater attention from consumers and are becoming more popular.

In addition, such market growth is also driven by the improvement of the convenience, portability and sound quality of these products. As consumer demands for these devices continue to increase, the market outlook of TWS earphones is promising.

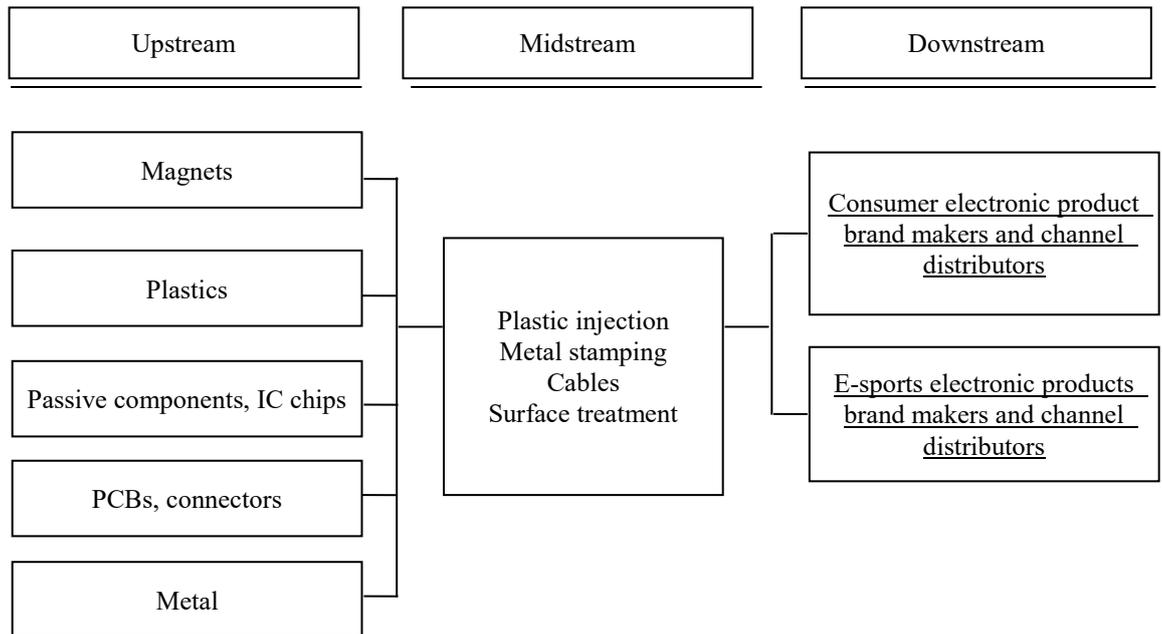
Fig. 2. Global market scale of TWS true wireless stereo (Unit: USD Billion)



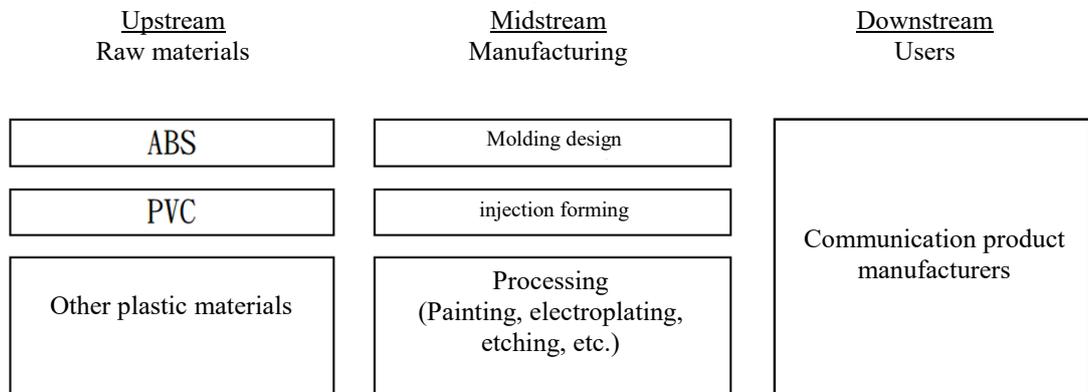
Source of Information: <https://www.businessresearchinsights.com/market-reports/tws-market-119076>

## 2. Correlation among upstream, midstream and downstream in the industry

### A. Earphone products



### B. Plastic parts and components



## 3. Product development trends and competition

With the high penetration of mobile devices and the acceleration of wireless audio and video solutions, the global earphone market continues to show significant growth momentum. Consumers tend to demand greater functions and improved user experience for earphone products, especially under the drive of active noise control (ANC), improvement of battery life and high-quality audio signal processing.

At the same time, the demand for smart homes, remote monitoring and IoT applications also increases rapidly, driving the demand in the IP camera market. Smart cameras integrated with the functions of AI image analysis, cloud storage and voice recognition has become the standard feature for modern home and

commercial monitoring applications.

In order to seize the opportunities in the two major growing markets above, the Company will continue to invest in the R&D of technology and product innovation in the fields of acoustics and image, in order to provide diverse smart terminal devices. Main products include:

TWS true wireless earphones, e-sports earphones, communication and smart earphones, IP CAM network cameras

The Company focuses on developing products with noise reduction technology, high-quality output, aesthetic design and smart functions, in order to meet the diverse demands of consumers under different usage scenarios. The Company is committed to providing consumers with high-end audio and video products with aesthetic design and great performance. The development of each product is as follows:

A. E-sports earphone products:

Metal materials, high CP value, great sound quality and clear microphone effect, low power consumption, with stylish eye-catching appearance and ARGB effect, and also equipped with comfortable and breathable materials suitable for long-term wear and game experience.

B. TWS true wireless earphone products:

High-quality, lightweight, streamline appearance, with integrated MEMS sensors for longer useful life and comfortable wearing and use.

C. Smart earphone products:

Voice control, adaptive noise reduction function, AI algorithm environment noise reduction, spatial sound effect, cloud integration and Big Data personalized function and health monitoring application, etc.

D. IP CAM smart camera products:

Smart voice detection, automatic tracking technology, supporting high-quality video recording, dual voice, cloud storage and remote control, applicable for home security monitoring, smart commercial space, and IoT series connection applications.

#### 4. Product competition status

Our company is a professional earphone manufacturer, and our main competitors refer to manufacturers in Taiwanese, Hong Kong, and China. Nevertheless, with high vertical integration of manufacturing capabilities, we have been able to stand out in the fierce market competition. From the upstream manufacturing of plastic molds and cables, we further extend the self-manufacturing capability to acoustic components (such as speakers) and control the key processes throughout the process, such that we have established significant advantages in the integration of earphone manufacturing technologies and quality control. Furthermore, with our extensive experience in product development and mass production, along with our R&D capabilities and worldwide production capacity planning, we continue to secure our market leadership position in the market and has established a solid foundation for stable and sustainable growth.

To cope with the trend of smart applications and to expand product coverage, we have officially established the Electronic R&D Department in 2024 to be responsible for the development and design of IP CAM (network camera) products. The department focuses on smart home, security surveillance and IoT applications,

and integrates the existing electronic and acoustic design capabilities, in order to provide market-competitive smart monitoring solutions.

Presently, the team is actively negotiating with potential customers in project cooperation and aims to provide prompt response and customized designs, in order to seize greater opportunities for cooperation with brand makers and system integrators, thereby further expanding the Company's influence in the smart end equipment market.

### (III) Technology and Research and Development Overview

#### 1. Technology level, research and development work of the business operated

There are a wide variety of earphone products, including in-ear, ear-worn, wired, wireless, Bluetooth, portable, low latency wireless, and true wireless stereo (TWS) to satisfy the diverse needs of consumers in terms of quality, purpose, and usage. In addition, the Company is also actively expanding to the IP camera field, in order to further enter the market of smart monitoring and IoT applications. The Company is committed to providing users with comprehensive smart life solutions.

To achieve the goal of independent design, the Company has established a comprehensive planning of technologies for earphones and IP products, including the overall development of appearance design, mechanism design, electronic design, software design, acoustics design and packaging material design. In addition, the Company also recruits talents with relevant backgrounds and has introduced a variety of simulation software analysis, thereby significantly increasing the development efficiency and quality stability.

While facing the rapid advancement of high-tech earphones and smart devices, the Company cooperates closely with main suppliers in product development and continues to maintain the leading position in the application of new technologies. Current R&D focuses include: 3D earphones, spatial sound effect Bluetooth hi-fi earphones, active noise cancellation (ANC) earphones, low latency wireless earphones, dual-mode wireless earphones, IP CAM, for the smart home and surveillance market.

Furthermore, the Company leads the industry to launch the earphones with spatial sound effect and Bluetooth hi-fi technology, demonstrating great advantages in the restoration of the sound field and the immersive experience in the sound field. For the e-sports and commercial markets, the Company also develops dual-mode earphones with noise reduction as the first in the market, in order to improve the stability of the connection and the flexibility of use.

The Company's independent design and development of acoustic components not only significantly improve the quality of earphones, but also provide better quality of acoustic effects and functions for IP CAM and other products, such that the Company's R&D capability in diverse fields is further strengthened.

2. Research and development budget invested in most recent year and up to the printing date of Annual Report

Unit: NT\$ thousand

Item \ Year	2024	As of March 31, 2025
R&D expenses (A)	172,841	36,587
Net operating revenue (B)	6,881,438	1,161,998
As a percentage of net operating revenue (A/(B))	2.51%	3.15%

3. Technology or product successfully developed

Year	Technology or product successfully developed
2014	<ul style="list-style-type: none"> <li>● 40mm/50mm dynamic gaming earphones</li> </ul>
2015	<ul style="list-style-type: none"> <li>● Successfully developed the Xbox/PS4 wireless earphones with multiple LED light effects</li> </ul>
2016	<ul style="list-style-type: none"> <li>● Successfully developed the world's first smart active noise reduction in-ear Lightning earphones with the application of Apple LAM2 module</li> <li>● Successfully developed the world's first Apple Lightning personal smart conference speaker</li> </ul>
2017	<ul style="list-style-type: none"> <li>● Successfully integrated the head-worn gyro sensor + Waves NX sound effect + Bluetooth + USB + 3.5mm plug platform technology</li> <li>● Successfully developed the Hi-Res USB-C earphones</li> <li>● Successfully developed the Hi-Res Bluetooth earphones</li> </ul>
2018	<ul style="list-style-type: none"> <li>● Successfully developed the 3D head tracking high-quality wireless earphones for tablet speakers</li> <li>● Successfully developed the wireless dual-mode 2.4G + BT e-sports earphones</li> <li>● Successfully developed the wireless dual-mode 2.4G + BT ANC earphones</li> </ul>
2019	<ul style="list-style-type: none"> <li>● Researched and developed the coaxial dual-wave magnetic driver</li> <li>● Successfully developed the dual mode MacInnis + BT ANC technology</li> </ul>
2020	<ul style="list-style-type: none"> <li>● Ultra-low power consumption true wireless earphones</li> <li>● True wireless earphones integrated with ultra-low power consumption MEMS sensor</li> <li>● New generation of e-sports and gaming earphones with ultra-low power consumption and ultra-low latency</li> </ul>

Year	Technology or product successfully developed
2021	<ul style="list-style-type: none"> <li>● Low power consumption TWS with sound control and head sensing detection</li> <li>● New generation of e-sports and gaming earphones with Bluetooth low power consumption and low latency</li> <li>● Simulation 7.1.4 spatial sound effect earphones</li> </ul>
2022	<ul style="list-style-type: none"> <li>● Integration of TWS and e-sports/gaming earphones with mimi function: Customized audio sensation suitable to individual users based on their unique hearing capability</li> <li>● Bluetooth TWS single MIC noise reduction earphones</li> <li>● Bluetooth TWS Hybrid ANC noise reduction earphones</li> <li>● LDAC high-quality e-sports earphones</li> <li>● Dolby audio neckband earphones</li> </ul>
2023	<ul style="list-style-type: none"> <li>● Dolby audio e-sports/gaming earphones supporting head tracking function</li> <li>● Earphones supporting Bluetooth LE Audio (low-energy audio)</li> <li>● High speed multimedia interface HDMI 8K image and audio switching platform testing technology</li> </ul>
2024	<ul style="list-style-type: none"> <li>● Gaming joystick, fully automatic joystick, button testing platform development</li> <li>● Mass production of gaming earphones, high quality tablet speakers</li> <li>● New generation of wireless dual-mode 2.4G + BT e-sports earphone sound mixing technology development</li> <li>● Development of wired open gaming earphones</li> <li>● Mass production of first business earphones qualifying Microsoft Teams V5 standard</li> </ul>
2025	<ul style="list-style-type: none"> <li>● Camera of own brand</li> <li>● Smart watches</li> <li>● Vibration type of earphones</li> </ul>

#### (IV) Long-term and Short-term Business Development Plans

In response to the industrial development and overall economic environment trends, the Company has established various long-term and short-term plans, in order to establish the future business direction of the Group and to enhance its competitiveness. The Company's short-term and long-term plans are summarized as follows:

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

###### A. R&D:

Continue to develop new functional products through electronic and product design departments, and cooperate with market-competitive suppliers to release leading niche products.

Actively cultivate talents, strengthen R&D capabilities, and satisfy diverse demands of customers.

B. Marketing:

The Company actively focuses on the entertainment and e-sports earphone market, and provides attractive products satisfying the demands of young people and professional players with high sound quality, low latency, stylish design and comfort. To meet the diverse needs of customers and to achieve brand differential positioning, the Company provides customization services (Customization & Personalization) with high flexibility, including product appearance design, sound effect calibration, functional module integration and brand alliance design, in order to assist customers to create products with identification and market segmentation. To strengthen the international market planning, the Company actively expands the cooperation relationship with well-known domestic and foreign brands, integrates technologies, designs, and introduces the advantage of fast mass production, in order to seize greater OEM/ODM orders, thereby enhancing the global market share and brand influence.

C. Production:

Comprehensively upgrade the specifications of production lines, develop automated equipment, upgrade the PLM system, in order to effectively increase production efficiency and improve product quality and stability, and reduce product costs.

D. Operation and finance:

Based on the market information, the Company will take into consideration the product production efficiency from the source of research and development and design, and implement an one-stop shop type of management method, in order to improve product yield and reduce production cost, thereby enhancing product competitiveness in the market.

2. Long-term business plan

A. R&D:

Establish a team to lock on key customers, jointly develop new products in the future, strive for government resources, engage in industry-academia cooperation, and recruit talents in the earphone related field, in order to build a new generation of R&D team.

B. Marketing:

The Company closely monitors the industry dynamics and market trend, plans products with great future outlook and in line with the core competitiveness of the Company,. In addition, the Company also provides high quality and high unit price products to differentiate others in the market. Furthermore, the Company establishes long-term partnership with customers to maintain its position in the international market.

C. Production aspect:

Re-establish planning and introduce production line process, in order to improve production line automation. The Company maintains good cooperative relations with suppliers, manages sources of raw material supply, diversify purchases from different suppliers, in order to ensure that the sources of supply are secure.

D. Operation and finance:

Establish a good management system, implement the Company's business philosophy, achieve the vision of corporate sustainable operation, and strengthen the financial structure and the Company's quality through stable financing

channels in the capital market, in order to strengthen the Company's long-term development capabilities and advance internationally.

## II. Market Profile and Production and Sales

### (I) Market analysis

#### 1. Main product (service) sales (supply) region of the Company

Unit: NT\$ thousand; %

Sales region \ Year	2023		2024	
	Amount	Ratio	Amount	Ratio
Americas	2,349,607	60.85	3,774,278	54.85
Europe	781,664	20.24	2,172,400	31.57
Asia	730,030	18.91	934,760	13.58
Total	3,861,301	100.00	6,881,438	100.00

#### 2. Sales growth rate

The Company is specialized in the research and development, production and sales of e-sports and music earphones and related products. The customer base mainly refers to brand makers in Europe, the US, and India, and the sales include gaming and e-sports earphones and true wireless earphones. The net sales amount in 2024 was NT\$6,881,438 thousand, an increase of 78% from NT\$3,861,301 thousand in 2023.

#### 3. Market future supply and demand status and growth

I. With the increasing demand for portable, personalized design, wireless experience and multi-scenario applications, the earphone market moves towards the direction of higher performance and smarter. In addition to the traditional voice communication, gaming entertainment and video/audio playing functions, earphones have also gradually integrated with diverse functions such as data collection, voice detection and environmental sensing analysis.

To adapt to various application scenarios (such as indoor office, outdoor walking, traffic movement, etc.), earphones are also commonly equipped with active noise cancellation (ANC) function or even transient active noise reduction technology, in order to improve the sound isolation quality and user experience. The popularity of this technology increases rapidly and drives the demand for mid-to-high-end earphones. In addition, with the increasing popularity of PC, smart phones, tablet PCs, game consoles (such as Nintendo Switch, PlayStation, etc.), and the increasing diversity of online streaming entertainment, remote communication, cloud games, etc., the earphone market continues to expand. The market has introduced a variety of products to meet the needs of different users, including true wireless stereo, sports earphones, stylish earphones, e-sports earphones, and noise reduction earphones, in order to meet the needs of different users, and the earphone market can also continue to grow. The above trend shows that earphones have evolved from a

simple accessory to a multi-functional and intelligent end device. The market scale and product categories continue to grow, and it is expected to maintain a high growth rate.

II. The IP CAM market also demonstrates significant growth under the positive impact of the increasing demands for smart homes, commercial security, and remote monitoring. The growing demand for safety, convenience and remote access among modern consumers drives the increasing popularity of smart cameras equipped with the following functions: AI image recognition and event alerts, voice recognition and voice detection, automatic tracking, face detection, high-resolution video recording and cloud storage, along with the integration of IoT technology and smart device networks, allowing IP CAM to be integrated with smart doorbell, door locks, and smart lighting control systems, thereby further expanding the application of these cameras that are widely used in: home security, commercial monitoring, remote care, public space management.

According to the market research report, the IP CAM market is expected to continue to grow steadily in the next few years, especially in North America, Europe and Asia Pacific, benefiting from the increasing popularity of smart city construction and home automation, such that the growth potential is promising.

According to the forecast of Technivo, global earphone sales will reach USD 1.83 billion in 2029.

The overall earphone market has shown a steady CAGR of 7.7%. With the steady growth momentum of the global demand, the Company continues to increase the market share with the Company's overall competitiveness, and looks forward to share the growth results with its shareholders and customers.

<https://www.technavio.com/report/gaming-headset-market-industry-analysis>

#### 4. Competitive niche

##### A. R&D team with extensive experience

The Company has a comprehensive and professional cross-disciplinary R&D team covering the core technology fields of product design, mechanism design, software development, electronic engineering, radio frequency (RF) and acoustics technology, etc., and the team is equipped with the capability of independent design and development of diversified products. In addition to covering various earphone products (such as active noise cancellation (ANC), smart functions, and 3D audio effects, etc.), the Company's products further expand to IP CAM (network camera) and other smart monitoring equipment, in order to actively implement business development in the smart life and IoT application market. The Company establishes close cooperation relationships and technical sharing with key component suppliers and brand customers, and has advantages in product development, capable of meeting the customer demands for various products in the market.

##### B. High own development capability, vertical integration of supply chain

From product development to production, the Company's departments collaborate with each other to complete product development and production. In addition, the Company has the own development capability for key components

of, such as, speaker units, plastic parts, metal parts and cables. The mainframe component tests and product assembly tests are all completed in the Company's own factories. The resource integration with professional and high efficiency is beneficial to the customers in achieving the product launch goal and is able to reduce the product cost through vertical integration of one-stop shop type of development and manufacturing. In addition to the headquarters in Taiwan, the production sites of the Company span cross the regions of China and Vietnam, allowing the company to achieve large shipments and to provide customers with diverse products.

C. Increasing demand for wearable devices and e-sports industry

As the market penetration rate of smart devices and e-sports products increases year by year, such trend will continue to drive the demand for related products. In addition, in response to the growth of the e-sports industry, e-sports players have higher requirements for comfort, quality and stability of peripheral equipment. The Company has cultivated the e-sports market for numerous years, and is able to fully cope with the growth momentum of the market. The Company has also successively developed diverse earphone products to meet the demands of customers.

5. Favorable, unfavorable factors for development outlook and countermeasures

(1) Favorable factors

(A) The growing demand for e-sports industry with handheld smart devices

As the general public's demand for entertainment increases, various handheld devices of smart phones, tablet PCs, etc. are becoming more popular, and the video/audio and gaming entertainment functions on smart phones are also enhanced. The rapid development and increasing popularity of handheld devices are expected to drive the development of the earphone market.

(B) Increasing popularity of 5G bandwidth and release of new-generation of IC chips

The wide bandwidth and high performance are driving the diversity of software applications, thereby stimulating consumers to change their earphones every two years. The increase of bandwidth also further drives the diversity of service contents. The release of new IC chips also drives the customer demand for greater product performance and applications. Under the synergy of these factors, the market is expected to be more active in terms of the new device replacement and growth of earphone products.

(C) Advantage of vertical supply chain integration and multiple production sites

In addition to investment in professional R&D personnel during the product development stage to provide the most optimal product design to customers, the Company also manages the design and production of key components to shorten the product development schedule. Through vertical integration and product yield, the Company is able to ensure the product quality and cost of the Company. In addition, the Company has the advantage of production in multiple countries and locations, such that the Company is able to effectively resolve the issue of the international trade tariff barrier.

(D) Quality R&D team to meet customization demand

The Company's R&D team has cultivated the core industries for a long time and is equipped with extensive experience. The technical background and experience of key R&D staff are strong. In the face of competition in the same industry, the Company's R&D team continues to improve the technologies of product optimization and develops new products, such that the Company is able to enhance R&D strength and to establish a solid foundation for long-term development.

(2) Unfavorable factors and countermeasures

(A) Great number of competitors in the industry with price competition

There are a large number of competitors in the earphone market. To gain a larger market share, some manufacturers have adopted low-price strategy and uses low-quality raw materials for product manufacturing, resulting in a vicious price war, which not only reduces the product profit margin, but also disturbs the market order, and hinders the overall development of the industry.

Response measures: Strengthen supply chain cooperation and effective vertical integration management, improve product differentiation design and customized development capabilities, in order to meet the diverse needs of brand customers, and to strengthen brand trust and long-term cooperation with the Company's leading technology and quality assurance.

(B) Fast change of consumer electronic products

As the consumer market is highly developed and the consumer trend changes continuously, new electronic products are constantly released to the market. Consumers also expects products to be equipped with improved functions, design and use experience. The Company's product design must meet the consumers' preference and demand in order to respond to the market trend.

(C) Risk of changes in tariffs

The Company monitors the change of tariff policies in major export countries, in order to ensure the timeliness and compliance of the shipping procedures and customs planning. Through long-term cooperation and strategic alliances, the Company collaborates with brand customers to plan supply chain transition strategies, in order to reduce the operational risks caused by increase of tariff.

Response measures: The Company's business and R&D personnel pay attention to the relevant market demand and work closely with various major brand makers to provide the latest market demand and the latest trend, in order to stay ahead of the market, develop and update the latest and most advanced products and technologies, and the technology of product exterior design and production, thereby reducing the risk caused by changes in consumer electronics product demand.

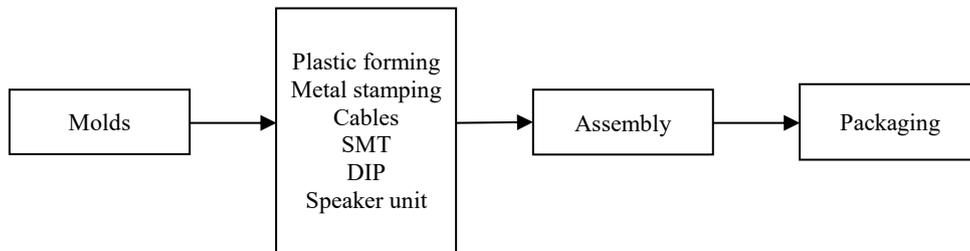
(II) Primary function of main items and production process

1. Primary function of main items

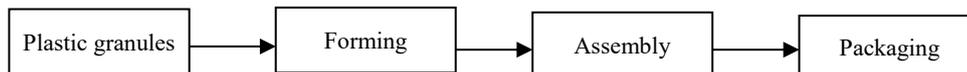
Main products	Primary function
Consumer electronics	The product specifications are designed to meet the needs of different customers, and the Company mainly provides the products of wired and wireless earphone products applicable to smart devices that can be connected for music listening or can be used for e-sports gaming devices.
Plastic parts and components	The main purpose of the product is to provide plastic casings or components for routers, such as: upper and lower covers, cooling equipment, etc.

2. Production process of main products

A. Earphone products



B. Plastic parts and components



(III) Primary raw material supply status

All of the Company's production factories have established long-term and stable cooperation relationships with raw material suppliers. Therefore, suppliers provide resources at the most competitive prices and methods, such that the Company is able to maintain a long-term advantage in product costs and to provide the best services to customers.

(IV) Name of customers accounted for more than 10% of total purchase (sales) amount of the company in the last two years or in any year and the purchase (sales) amount and ratio thereof, and please explain the reason of changes thereof

1. Name of suppliers accounted for more than 10% of total purchase amount of the Company in any one of the most recent two years and the purchase amount and ratio thereof, and please explain the reason of changes thereof:

Unit: NT\$ thousand; %

Item	2023				2024				Up to the end of Q1 of 2025			
	Name	Amount	Ratio (%)	Relationship with the issuer	Name	Amount	Ratio (%)	Relationship with the issuer	Name	Amount	Ratio (%)	Relationship with the issuer
1	Supplier A	278,911	12.74	None	Supplier A	649,543	12.67	None	Supplier A	101,693	13.15	None
	Others	1,910,613	87.26	None	Others	4,478,512	87.33	None	Others	671,434	86.85	None
	Net purchase amount	2,189,524	100.00		Net purchase amount	5,128,055	100.00		Net purchase amount	773,127	100.00	

Note: The Company has no one single supplier accounted for more than 10% of total purchase amount.

Analysis of reason of increase/decrease change:

The increase in the purchase amount for Supplier A in 2024 was mainly due to the increase in IC demand.

2. Name of sales customers accounted for more than 10% of total sales amount of the Company in any one of the most recent two years

Unit: NT\$ thousand; %

Item	2023				2024				Up to the end of Q1 of 2025			
	Name	Amount	Ratio (%)	Relationship with the issuer	Name	Amount	Ratio (%)	Relationship with the issuer	Name	Amount	Ratio (%)	Relationship with the issuer
1	Customer A	1,093,715	28.32	None	Customer A	1,911,703	27.78	None	Customer A	328,632	28.28	None
2	Customer B	880,601	22.80	None	Customer C	1,485,271	21.58	None	Customer B	284,821	24.51	None
3	Customer C	496,716	12.86	None	Customer B	1,345,563	19.55	None	Customer C	271,742	23.39	None
	Others	1,390,269	36.02	None	Others	2,138,901	31.09	None	Others	276,803	23.82	None
	Net sales	3,861,301	100.00		Net sales	6,881,438	100.00		Net sales	1,161,998	100.00	

Analysis of reason of increase/decrease change:

1. The increase in sales amount of customer A in 2024 was mainly due to the release of new models in the market.
2. The increase in sales amount of customer B in 2024 was mainly due to the mass production of new product models.
3. The increase in sales amount of customer C in 2024 was mainly due to the release of new models in the market.

### III. Employee Information

Employee information for the most recent two years and up to the printing date of Annual Report is summarize in the following:

Unit: Person(s)

Year		2023	2024	Up to end of April for 2025
Number of employees	Direct personnel	1,369	1,642	1,771
	Indirect Personnel	1,101	1,430	1,342
	Total	2,470	3,072	3,113
Average age		31	31	30
Average years of service		2.90	2.84	2.73
Educational background distribution ratio (%)	Ph.D.	0.04	0.03	0.03
	Master's degree	1.01	0.98	1.00
	University/college	16.00	11.69	13.68
	Senior high school	35.87	32.32	34.63
	Under senior high school	47.08	54.98	50.66

### IV. Information on Environmental Protection Expenses

Any losses suffered by the Company in the most recent year and up to the annual report publication date due to environmental pollution (including compensation and violations of environmental protection laws and regulations found in environmental protection audit results, specifying the disposition dates, disposition reference numbers, the articles of law violated, the content legal violations), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided: None.

### V. Labor-Management Relations

- (I) Company's employee welfare measures, continued education, training, retirement system and implementation thereof, and labor management agreement and various employee benefit protection measures status
  1. Employee welfare measures and implementation status
    - (1) Services provided by the Company
      - A. Employees are enrolled in labor and health insurance, group insurance, and overseas travel insurance from the job onboard date
      - B. Regular health examination: Free health examination is organized for employees annually
      - C. Medical personnel provide on-site medical services and health consultation services to employees
      - D. The number of days of hospitalization and sick leaves and maternity

leaves is superior to the statutory requirement

- E. Contracted medical hospitals/clinics and contracted postnatal care centers with discounted offers
- F. Pregnancy checkup and parental leaves superior to the statutory requirements
- G. Gift money for wedding/celebration events, and condolence money for funeral
- H. Year-end and festival gift money, childbirth gift money, childcare allowance and birthday leave
- I. Education scholarships for children
- J. Taiwan Taxi service provided to protect the safety of colleagues leaving work at night
- K. Overtime and late meals subsidy, oil subsidy, and flexible working hours
- L. Deferred annual leave and compensatory leave are acceptable, and annual leave is provided to new employees onboard of the job before 7/1 in advance
- M. Subsidies for afternoon tea and departmental meal gatherings
- N. Year-end bonus and annual salary adjustment: distributed based on the Company's business operation, environmental factors and individual performance

(2) Benefits provided by the Company's Employee Welfare Committee:

- A. Contracted special stores provide discount offers to employees of the Company
- B. Birthday gift money, year-end and festival gift money distribution
- C. Issuance of department store gift vouchers

2. Employee continuing education and training method:

Employees are important foundation to the Company. We value talent cultivation and have established a sound system and structure. Different training courses are organized and designed in accordance with the Regulations Governing Education and Training, in order to continuously improve the human resource capital of the Company. Trainings are organized to enhance the professional knowledge and skills of employees, to develop the long-term professional skills and to improve the job performance of employees. We have adjusted the procedures in a timely manner in response to the regulatory requirements, and have analyzed corresponding job duties and professional skills, in order to organize necessary trainings. Each department has established an annual training program based on the professional skills required for different types of job duties, and has implemented internal and external training programs. Employees can also apply for external training based on their work requirements, in order to participate in various job trainings or certification courses to strengthen their professional skills. New employees are required to participate in orientation for at least 4 hours, and the content of the orientation includes the welfare system, internal leave regulations, work rules, ethical policies, human rights and gender equality education, as well as information security and occupational safety and health trainings, in order to assist new employees to become familiar with the corporate

culture and to establish proper job concept and professional quality. In addition to internal and external training, the Company also provides job transfer and transition assistance, in order to assist employees to adapt to new job positions and to improve their cross-disciplinary skills. Each factory establishes a training program annually according to the demand of each unit, and organizes courses irregularly to enhance the functions of employees. For example, external training courses related to job functions: Creo3D drawing, 3D basic modeling or cooperation with private education and training institutions, are organized, in order to provide employees with diverse learning channels.

3. Retirement system and implementation status

Since July 1, 2005, the Company has adopted the new labor retirement and pension system in accordance with the Labor Pension Act, and appropriates 6% of employees' monthly salaries to their individual pension accounts at the Bureau of Labor Insurance. In addition to the 6% of monthly salary mentioned above, employees may also voluntarily contribute 0%~6% of their monthly salary as pension reserve. The pension contribution for 2024 was NT\$6,862,186.

The Company's pension plans according to the Labor Pension Act are as follows:

1. Voluntary retirement: A worker may apply for voluntary retirement under any of the following circumstances: (those who have chosen to apply the Labor Pension Act shall be governed by the same Act)
  - (1) Where the employee attains the age of fifty-five and has worked for fifteen years.
  - (2) Where the employee has worked for more than twenty-five years.
  - (3) Where the employee attains the age of sixty and has worked for ten years.
2. Compulsory retirement: The Company shall not force an employee to retire unless any of the following situations has occurred:
  - (1) Where the employee reaches the age of sixty-five.
  - (2) Where the employee suffers mental disability or physical disability that renders the person unfit to work. For the age requirement in the Subparagraph 1 of the preceding paragraph, the Company may report to the central competent authority for approval on adjustment of the age for job duties that are dangerous and labor-intensive; provided that the retirement age shall not be less than 55 years old.
3. Pension payment standards:
  - (1) The pension payment for the seniority prior to and after the Labor Standards Act and the seniority prior to and after the Labor Pension Act, the pension payment for the seniority prior to and after the Labor Standards Act shall be calculated in accordance with Article 84-2 and Article 55 of the Labor Standards Act.
  - (2) For employees who are under compulsory retirement in accordance with Subparagraph 2 of Paragraph 1 of Article 35, and their mental or physical disability or disability is caused by the performance of their job duties, then such employees shall be entitled to an additional 20% of payment in accordance with the Subparagraph 2 of Paragraph 1 of Article 55 of the Labor Standards Act.

- (3) For employees to which the pension system under the Labor Pension Act are applicable, the Company contributes 6% of the employees' wage to employees' personal retirement account on a monthly basis.
4. Labor management agreement and various employee benefit protection measures status

The Company has established various regulations in accordance with the Labor Standards Act to protect the rights and interests of employees. In addition, the Company also convenes labor-management meetings regularly to adopt open and two-way communication methods for various systems and other issues, in order to maintain a proper, harmonious and interactive relationship between employees and the management, and to also ensure that employees receive fair and reasonable treatment in terms of their rights and interests. For example, employee suggestion boxes and complaint channels have been set up to gain a deeper understanding of employees' opinions and thoughts on the management and the welfare system, in order to maintain proper labor-management relations.

(I) Any losses suffered by the Company in the most recent year and up to the printing date of the annual report due to labor disputes (including any violations of the Labor Standards Act found in labor inspection, specifying the disposition dates, disposition reference numbers, the articles of law violated, the substance of the legal violations, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided: None.

## **VI. Cyber Security Management**

- (I) Describe the cyber security risk management framework, cyber security policies, concrete management programs, and investments in resources for cyber security management, etc.

1. Cyber security risk management architecture

The IT Division is an independent department that is not subordinate to the user unit and is responsible for the planning and implementation of information security policies, promoting information security, increasing employees' information security awareness, collecting and improving the effectiveness of information-related technologies or procedures, etc. The IT Division also implements the management of network security, file security, server room, email security control, and access control of information system. Internal and external audits are conducted at least once annually, in order to verify the implementation status of internal information security.

2. Cyber security policy

The Company upholds the business philosophy of mutual benefit and common good, and is committed to creating value for customers and shareholders while fulfilling the Company's social responsibilities. The Company has introduced the ISO/IEC 27001:2013 information security management system since 2022, and has qualified the certification on December 19, 2022, and the

renewal examinations have also been qualified on November 17, 2023, and November 19, 2024, respectively. The valid period of the current certificate is from December 19, 2022 to December 18, 2025. The Company has established an information security team and the information security event reporting and response operation procedures, in order to ensure that the information services are available and stable, and continuous operations can be performed, thereby guaranteeing the confidentiality, integrity and availability of the information assets under custody, and protection of the privacy of personnel information. The Company has established a sustainable information operation plan and has implemented information activities in compliance with relevant laws or regulations.

3. Specific management plan and resource invested for cyber security management

(1) Specific management plan: The main measures and implementation status of information security risk management are as follows. The Company has demonstrated its ability to achieve effective protection of information security.

No.	Item	Specific management measures
1	Firewall protection	Firewall setting and connection rules.
		Additional application is required for special connection demand, and access is granted only after approval is obtained.
2	Antivirus software	Anti-virus software is used and virus codes are updated automatically, in order to reduce the chance of virus infection.
3	Operating system update	Major and security updates of the operating system are uniformly controlled by the automatic update system, and the installation request is sent to the Company's computer automatically.
4	Mail security control	Mails are set to perform scanning and filtering of threats automatically. Before receiving mails, users are requested to block unsafe attachment files, phishing mails, spam mails, and malicious links.
5	Data backup mechanism	The database of important information system data is backed up daily, and a remote backup has also been set up.
6	Upload of important files to server	Important files of each department of the Company are stored in the server for unified storage.

(2) Cyber security management:

(A) Data protection strategy

For example: For firewall policies, anti-virus systems, mainframe and network equipment vulnerabilities, phishing and spam mail detection, and computer server room security management, etc., system inspection and improvement are performed periodically, and new technologies are introduced irregularly to strengthen data protection.

(B) Information security education and training

New employees are required to receive information security training on the first job onboard day, in order to ensure that they understand

relevant information security regulations. Information security training is also provided to all employees through irregular mails or meetings. Furthermore, announcement of information security control and major information security events are announced irregularly to implement awareness promotion and education, thereby enhancing the internal and external network attack protection.

- (II) Any losses incurred due to major cyber security incidents, potential impacts, and countermeasures in the most recent year and up to the publication date of this annual report.

If the amount cannot be reasonably estimated, please specify the fact that it cannot be reasonably estimated:

Currently, there is no major cyber security incident that has caused business damage. The Company will convene information security meetings irregularly to discuss relevant issues, and will continue to implement information security management policy objectives, and regularly implement recovery plan drills, in order to protect important systems and data security of the Company.

VII. Important Contracts:

Nature of contract	Parties involved	Contract starting and end date	Main content	Restriction clause
Land use right contract	Vietnam industrial investment & development headquarters (BECAMEX IDC CORP.)	2019/3/29~2057/6/30	Land use right in Vietnam	None
Land use right contract	Vietnam industrial investment & development headquarters (BECAMEX IDC CORP.)	2021/03/19~2066/4/26	Land use right in Vietnam	None
Credit extension contract	CTBC Bank	2024/9/27~2025/9/30	Comprehensive credit extension contract	None
Credit extension contract	Bank SinoPac	2024/8/16~2025/8/31	Comprehensive credit extension contract	None
Credit extension contract	E.SUN Bank	2024/10/1~2025/10/1	Comprehensive credit extension contract	None
Credit extension contract	Bank of Taiwan	2024/9/16~2025/9/16	Comprehensive credit extension contract	None
Credit extension contract	Chang Hwa Commercial Bank	2024/6/4~2025/4/30	Comprehensive credit extension contract	None
Credit extension contract	Mega International Commercial Bank	2024/2/24~2025/2/23	Comprehensive credit extension contract	None
Credit extension contract	DBS Bank	2024/9/25~2025/6/30	Comprehensive credit extension contract	None
Credit extension contract	International Bills Finance Corporation	2024/5/24~2025/5/23	Comprehensive credit extension contract	None
Credit extension contract	Hwa Nan Bank	2024/5/16~2025/5/16	Comprehensive credit extension contract	None

Nature of contract	Parties involved	Contract starting and end date	Main content	Restriction clause
Credit extension contract	Cathay United Bank	2024/11/30~2025/11/30	Comprehensive credit extension contract	None
Credit extension contract	Shin Kong Bank	2024/5/2~2025/5/2	Comprehensive credit extension contract	None
Credit extension contract	Entie Commercial Bank	2024/4/26~2025/4/26	Comprehensive credit extension contract	None
Credit extension contract	Taichung Bank	2024/6/26~2025/6/26	Comprehensive credit extension contract	None
Credit extension contract	Taishin International Bank	2024/7/15~2025/6/30	Comprehensive credit extension contract	None
Credit extension contract	Taipei Fubon Bank	2025/3/5~2026/2/25	Comprehensive credit extension contract	None
Credit extension contract	Taiwan Cooperative Bills Finance Corporation	2024/11/9~2025/11/9	Comprehensive credit extension contract	None
Credit extension contract	Bank of Shanghai	2024/5/28~2031/5/1	Comprehensive credit extension contract	None
Credit extension contract	VCB Bank	2024/8/25~2025/8/25	Comprehensive credit extension contract	None
Credit extension contract	First Commercial Bank	2025/03/13~2026/03/13	Comprehensive credit extension contract	None
Credit extension contract	Indovina Bank	2024/6/19~2025/6/19	Comprehensive credit extension contract	None
Credit extension contract	Kunshan Rural Commercial Bank	2024/9/24~2025/9/24	Comprehensive credit extension contract	None

## Five. Review and Analysis of Financial Status and Financial Performance and Risk Management

### I. Financial Status

Unit: NT\$ thousand; %

Item	Year	December 31, 2024	December 31, 2023	Difference	
				Amount	%
Current assets		5,135,979	3,721,623	1,414,356	38.00%
Property, plant and equipment		3,083,309	3,121,141	(37,832)	-1.21%
Intangible assets		119,288	112,804	6,484	5.75%
Other assets		1,098,378	1,142,835	(44,457)	-3.89%
<b>Total assets</b>		<b>9,436,954</b>	<b>8,098,403</b>	<b>1,338,551</b>	<b>16.53%</b>
Current liabilities		5,790,920	4,708,027	1,082,893	23.00%
Non-current liabilities		704,107	717,306	(13,199)	-1.84%
<b>Total liabilities</b>		<b>6,495,027</b>	<b>5,425,333</b>	<b>1,069,694</b>	<b>19.72%</b>
Share capital		1,500,000	1,500,000	0	0.00%
Capital reserve		981,881	1,044,837	(62,956)	-6.03%
Retained earnings		797,489	503,647	293,842	58.34%
Other equity		(152,149)	(200,638)	48,489	-24.17%
Treasury shares		(185,294)	(185,294)	0	0.00%
<b>Equity attributable to owners of the parent company</b>		<b>2,941,927</b>	<b>2,662,552</b>	<b>279,375</b>	<b>10.49%</b>
<b>Non-controlling interests</b>		<b>0</b>	<b>10,518</b>	<b>(10,518)</b>	<b>-100.00%</b>
<b>Total equity</b>		<b>2,941,927</b>	<b>2,673,070</b>	<b>268,857</b>	<b>10.06%</b>
<p>Analysis on increase/decrease change analysis: (For change reaching 20% or above before and after the period, and the change amount reaching NT\$10 million):</p> <p>(1) Current assets: Customer orders increased; therefore, accounts receivable and inventories also increased.</p> <p>(2) Current liabilities: Customer orders increased; therefore, accounts payable due to material preparation also increased.</p> <p>(3) Retained earnings: Net income in 2024 increased.</p> <p>(4) Other equity: Mainly due to the exchange rate changes, resulting in the increase of exchange gain from translation of the financial statements of foreign operations.</p> <p>(5) Non-controlling interests: A minority of the remaining shares were purchased in 2024.</p>					

## II. Financial Performance

### (I) Operation result analysis for the most recent two years

Unit: NT\$ thousand; %

Item	Year		Amount of increase (decrease)	Change ratio (%)
	2024	2023		
Net operating income	6,881,438	3,861,301	3,020,137	78%
Operating cost	5,617,491	3,131,696	2,485,795	79%
Gross profit	1,263,947	729,605	534,342	73%
Operating expense	672,679	553,718	118,961	21%
Operating profit	591,268	175,887	415,381	236%
Total non-operating incomes and expenses	(185,337)	(168,490)	(16,847)	10%
Net income before tax	405,931	7,397	398,534	5388%
Income tax (expense) gain	(96,953)	(15,628)	(81,325)	520%
Net income (loss) of current period	308,978	(8,231)	317,209	-3854%
Other comprehensive income (loss) for the current period (net amount after tax)	48,581	(56,811)	105,392	-186%
Total comprehensive income (loss)	357,559	(65,042)	422,601	-650%

Analysis and explanation of main reasons for major changes in operating income, net operating profit and net profit before tax in the most recent two years.

Analysis on increase/decrease change analysis: (For change reaching 20% or above before and after the period, and the change amount reaching NT\$10 million):

- (1) The increase in operating revenue, operating cost, operating expense, operating income, net income before tax, income tax, net income of the current period, total other comprehensive income (loss) of the current period: The 2024 operating revenue increased; therefore, all relevant costs, expenses, income tax, net income and etc. also increased.
- (2) Other comprehensive income (loss) for the current period (net amount after tax): Mainly due to the exchange rate changes such that the exchange gain from translation of the financial statements of foreign operations increased.

### (II) Sales volume forecast and basis thereof

The Company and its subsidiaries have set sales targets based on the industry, market condition, and the Company's past performance. Sales in 2024 expected to maintain a growth trend.

### (III) Possible impact on the future financial business of the Company and response plan

No significant impact on the Company's future financial business.

### III. Cash Flow

(I) Analysis of cash flow change for the most recent year

Unit: NT\$ thousand

Item \ Year	Cash inflow (outflow)		Increase (decrease) change	
	2024	2023	Amount	%
Operating activities	392,054	33,409	358,645	1073%
Investment activities	(416,089)	(441,912)	25,823	-6%
Financing activities	237,502	302,793	(65,291)	-22%
Analysis of changes in the increase or decrease ratio: (Analysis and explanation of the increase or decrease by 20% or more for the previous and the current period)				
1. Net cash inflow from operating activities increased from the previous period was mainly due to the increase in net income before tax.				
2. Net cash outflow from financing activities increased from previous period was mainly due to the repayment of loans.				

(II) Improvement plan for insufficient liquidity: The Company is not subject to the condition of any insufficient liquidity.

(III) Analysis for the next year

Unit: NT\$ thousand

Cash balance at the beginning of the period	Expected annual net cash flow from operating activities	Expected cash inflow (outflow) from investing and financing activities for the whole year	Expected cash surplus (deficit)	Remedial measures for expected cash flow deficit	
				Investment plan	Financial management plan
370,058	1,232,035	(1,395,853)	206,240	-	-

(1) Analysis of expected changes in cash flow

① Operating activities:

Net cash inflow from operating activities is expected for the next year, which is mainly due to the cash inflow from operating activities as the net income before tax increases.

② Investing and financing activities:

Net cash outflow from investing and financing activities is expected for the next year, which is mainly due to the repayment of bank loans.

(2) Analysis on remedy for estimated cash shortage and liquidity: Not applicable.

#### **IV. Impact of Significant Capital Expenditures in the Most Recent Year on the Financial and Operating Conditions of the Company**

Major capital expenditure utilization status and source of capital: None.

#### **V. Investment Policy for the Last Year, Main Causes of Profits or Losses, Improvement Plans and Investment Plans for the Coming Year:**

The Company's Board of Directors has approved the joint venture with ABILITY ENTERPRISE CO., LTD. on April 28, 2022. Since the investment refers to investment on a non-TWSE/TPEX listed company, the stock liquidity is low, and the Company has signed a shares sale and purchase agreement with other shareholders (buyers) of that company on December 27, 2023, to specify that 2,000 thousand shares of ABILITY ENTERPRISE CO., LTD. Held by the Company are to be repurchased and delivered before June 2024. Accordingly, the investment under equity method is recognized as non-current assets held for sale.

In the future, the Company will continue to focus on the growth of the core business, and the Company's investments will also be mainly related to the Company's core business, and non-core items will be disposed in a timely manner.

#### **VI. Analysis and Assessment on Risk Matters for the Most Recent Year and Up to the Printing date of the Annual Report:**

(I) Impact of interest rate, exchange rate fluctuation and inflation condition on the profit/loss of the Company and future countermeasures:

1. Impact of interest rate fluctuation on the profit/loss of the Company and future countermeasures

The Company has applied for loans with banks to support the business operational needs and investment in office, plant and equipment; therefore, interest expenses have incurred due to the bank loans. The interest expenses for 2023 and 2024 were NT\$165,400 thousand and NT\$205,911 thousand, respectively, representing 4.28% and 2.99% of the net consolidated operating revenue, respectively. Such ratios are considered relatively small, and the interest rate change is considered to have no significant impact on the Company's revenue and profit. Furthermore, the Company maintains good and stable relationship with corresponding banks, and monitors the impact of interest rate change on the Company's capital at all times. As the Company's operating scale and profit increase, the Company's own capital is becoming more abundant. Therefore, the impact of interest rate changes on the Company's revenue and profit is limited.

2. Impact of exchange rate fluctuation on the profit/loss of the Company and future countermeasures

The Company's export ratios for 2023 and 2024 were 99.90% and 99.96%, respectively. The export receipts were mainly denominated USD. Although some of the raw material purchases were paid in USD, it was still not possible to achieve the hedging effect completely. The Company's net exchange losses for 2023 and 2024 were (NT\$28,479) thousand and (NT\$9,207) thousand, respectively, accounting for (0.74)% and (0.13)% of the net consolidated operating revenue, respectively. The impact was considered relatively low, and there was no significant adverse impact

on the Company's revenue and profit. Nevertheless, as the Company's operating scale increases, exchange rate change can still have a potential impact on the Company's operation. As a result, the Company's Finance Department maintains close relationship with financial institutions, and continues to monitor the changes in exchange rates, in order to fully understand the international exchange rate trends and information of change, thereby responding to any impact of exchange rate fluctuations timely.

3. Impact of inflation on the profit/loss of the Company and future countermeasures:

In the most recent year and as of the printing date of the annual report, the Company's revenue and profit have not been significantly affected by inflation. In case where the purchase cost increases due to inflation, the Company will make appropriate adjustment to the price and keep track of the price change in the upstream raw materials and key components, in order to reduce the impact of product cost change on the Company's profit or loss due to inflation.

(II) Policies on engaging in high risk, high leverage investments, loaning funds to others, endorsement and guarantee as well as derivative transactions, main causes of profit and loss as well as future countermeasures:

The Company focuses on the operation of the core business, and the financial policy is based on the principle of stability and conservatism, such that the Company does not engage in investments of high risk or high leverage. In addition, the Company has established the "Procedures for Loaning Funds to Others", "Procedures for Providing Endorsements/Guarantees" and "Procedures for Acquisition or Disposal of Assets" as the basis for the Company's compliance during execution of relevant activities. On April 24, 2025, the Board of Directors of the Company has approved the extension of loan to Richmake International Limited provided by Brilliance Investment Co., Ltd. and the loan to Brilliance Investment Co., Ltd. provided by Dong Guan Yi Zhuo Electronics Co., Ltd. In addition, the Company has not engaged in derivative transactions.

(III) Future research and development plans and anticipated investments in research and development expenses:

The Company focuses on the research and development of earphones, and the products cover a wide range of low, medium, and high-end models. In addition to satisfying the product demands of customers and continuously monitoring the industry dynamics, the Company also aims to become a professional supplier and to grow together with the customers.

1. Future R&D plan

The Company's earphone products are slim, lightweight, portable and wireless, and are developed to meeting customers' demands in terms of the exterior design, mechanical design, electronic hardware design, antenna design, firmware integration, digital signal processing, acoustics calibration, and comprehensive services are also provided.

The Company will focus on the development of e-sports earphones, and will further expand the product breadth to music earphones, business earphones, true wireless earphones, noise reduction earphones, and smart earphones, in order to head towards the goal of providing products equipped with the functions of low power consumption, long transmission distance and low latency. The Company aims to achieve vertical integration, in-depth cultivation of professional fields, and

independent R&D design of speaker unit, diaphragm, cavity and ear pad materials, along with the introduction of professional simulation software for analyzing the structure of various materials.

2. Expected investment in R&D budget:

The Company's industrial competitiveness comes from the Company's own R&D capability. The Company continues to invest in R&D expenses every year for the research or purchase of R&D equipment demanded by various R&D units, in order to cultivate outstanding R&D talents. The R&D expenses are classified according to the progress of product development. In the future, the R&D expenses will be adjusted according to the R&D progress and results, in order to expand the scale of the operations and to enhance the competitiveness of the Company.

(IV) Impacts of changes in important domestic and foreign policies and laws on the Company's financial operations and countermeasures:

The routine operation of the Company complies with the relevant domestic and foreign laws and regulations, and the Company also monitors the domestic and foreign policy development trend and regulatory change status while collecting relevant information for the management for decision making reference, in order to adjust relevant operational strategies of the Company. For the most recent year and up to the printing date of the annual report, the Company's financial business has not been affected due to changes in domestic/foreign important policies and laws.

(V) Impacts of changes in technology (including cyber security risk) and industry on the financial business of the Company and countermeasures:

The Company's R&D team is equipped with the product development capability and competence. In addition to ensuring that various R&D projects do not infringe on the patents of others, the Company also actively develops innovative technologies, in order to maintain its position as a leading technology manufacturer. The Company pays close attention to changes of relevant technologies, market changes and technology development, and also regularly collects and analyzes the impact of overall environmental changes on the Company's operations, in order to formulate relevant response measures, to make adopt related planning and countermeasures, and to enhance innovative technology capabilities, thereby maintaining the Company's competitiveness. Accordingly, there is currently no significant technological change or industrial change that has a significant impact on the Company's financial business.

(VI) Impacts of change of cooperate image on the cooperate crisis management and countermeasures:

The Company adheres to the philosophy of "innovation, efficiency, and social responsibility fulfillment" and pursues steady growth, in order to achieve greater value for shareholders. The Company complies with applicable laws and regulations for operations, and values corporate image and risk control. As of the publication date of the prospectus, the Company has not experienced any major changes in the corporate image for crisis management.

(VII) Expected benefits, risks, and response measures in relation to mergers and acquisitions:

In the most recent year and as of the printing date of the annual report, the Company has no plans for mergers and acquisitions of other companies. In the event of future mergers and acquisitions, the Company will comply with all operational rules and regulations to perform benefit assessment and risk control in a prudent manner, in

order to protect the rights and interests of the Company and shareholders.

(VIII) Expected benefits and possible risks of plant expansions as well as the countermeasures

On November 12, 2020, the Board of Directors of the Company has approved the signing of a contract with Vietnam industrial investment & development headquarters (BECAMEX IDC CORP.) to acquire the land use right, in order to meet the future business growth needs. Up to the printing date of the prospectus, relevant factory expansion plan and expected benefits are still under evaluation and planning.

(IX) Risks faced during material incoming and sales centralization and countermeasure:

1. Risks faced due to concentrated procurement and countermeasures:

The purchase amount from the first major suppliers made by the Company and its subsidiaries purchased in 2023 and 2024 accounted for 12.74% and 12.67% of the total purchase amount, respectively; therefore, there was no excessive concentrated procurement. The Company has two or more suppliers for important raw materials, in order to ensure the procurement flexibility and diversity of the sources of purchase while ensuring that the quality/technology/price and delivery of materials meet the needs of the customers. In addition, the Company has established a stable cooperation relationship with suppliers for a long time, and the quality and delivery of all supplier are normal, without any shortage or interruption.

2. Risks faced due to concentrated sales and countermeasures:

The Company is specialized in the design, production and sales of earphones. The customers of sales are mainly international earphone brand makers. In 2023 and 2024, the sales to the first major customers accounted for 28.32% and 27.77% of the total sales, respectively. It is considered that concentration of sales occurs, which is mainly due to the Company's long-term development capabilities in the earphone industry and has gain trust from end customers. Over the past years, the Company has focused on the development of gaming earphones, such that concentration of sales to the relevant customers occurs. The Company will continue to actively develop diverse products and customer groups, in order to diversify the risks of sales.

(X) Impacts, risks and countermeasures of directors or major shareholders with shareholding exceeding 10%, large equity transfer or change on the Company:

There has been no significant transfer or change of shares by directors or major shareholders with shareholding exceeding 10% in the most recent year and up to the printing date of the prospectus that may cause material impact on the business operation of the Company.

(XI) Impacts, risks and countermeasures of change in management right to the Company:

For the most recent year and up to the printing date of the annual report, the Company is not subject to any change of management right.

(XII) In the case of litigation case or non-contentious case, specify the names of the directors, the President, the de facto responsible person, shareholders each holding more than 10% of company shares, and subsidiaries with final ruling made or still in major legal proceedings, non-contentious matters, or administrative disputes, and where the result thereof may significantly affect shareholders' equity or stock price, disclose the fact of the contentions, the amount involved, the commencement date of the proceedings, the major litigants in the proceedings, and the status as of the

publication date of this report: None.

(XIII) Other significant risks and countermeasure: None.

**VII. Other important matters:** None.

## **Six. Special Disclosure**

### **I. Information on Affiliated Enterprises**

The information of required disclosures has been disclosed on the MOPS website of the Taiwan Stock Exchange (TWSE). Please refer to the section of Three Statements of Affiliated Enterprises for details.

### **II. Information on private placement of securities for the most recent year and up to the printing date of the annual report: None.**

### **III. Additional information required to be disclosed: None.**

### **IV. For the most recent year and up to the printing date of the annual report, occurrence of events having material impact on shareholders' rights and interests or securities prices according to Subparagraph 2 of Paragraph 2 of Article 36 of the Securities and Exchange Act: None.**

# **AMPACS CORPORATION**

**Chairman: Huang, Chang-Ching**