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**CHENMING ELECTRONIC
TECHNOLOGY CORPORATION**

2024

Annual Report

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5. Name of overseas exchange where securities are listed, and method of inquiry: Not applicable

6. Company website:

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One. Letter to Shareholders

Ladies and gentlemen,

We express our deepest gratitude for shareholders' support to the management in the past year. Looking back at 2024, the server industry has flourished under the momentum of the AI industry, and the server-related industry supply chain has also had new opportunities. Thanks to the development of AI, Chenming's revenue has also hit a record high, and its water cooling cabinet technology has also yielded substantial results, winning recognition and cooperation from customers. In response to customer needs, our production bases have expanded from Taiwan to Dongguan and Ningbo in mainland China. The Thailand factory under construction is also expected to be put into operation this year, injecting new momentum into UNEEC Group and bringing substantial and expected contributions to revenue. In regard to new product technology, we are actively advancing server water cooling and immersion liquid cooling solutions in accordance with customer timelines. We believe that water cooling technology will remain an essential component for AI server demands this year. Looking ahead, the AI wave continues to gain momentum, presenting both opportunities and challenges. Chenming is poised to capitalize on market trends by continuously implementing automated production and intelligent process management to enhance production efficiency and product quality, thereby strengthening our overall competitiveness. In light of emerging trends such as AI, 5G, IoT applications, and cloud-based services, Chenming will be undergoing aggressive digital transformation as a means to increase revenues, asset size, and profits in shareholders' favor.

I. 2024 business performance:

(I) Financial performance

1. Business results

The consolidated net revenue for 2024 was NT\$9,409,586 thousand; the net profit for 2024 was NT\$730,391 thousand, with earnings per share of NT\$3.63, an increase of 181.39% from the previous year's earnings per share of NT\$1.29. The Company will adhere to a pragmatic management policy and actively expand its business to ensure continued growth in operations amid fierce industry competition.

2. Budget implementation: The Company did not publish any financial forecast for 2024.

3. Incomes, expenses, and profitability analysis

Item	2024	2023	
Return on assets	9.72%	3.80%	
Return on shareholders' equity	18.96%	8.07%	
As a percentage of paid-in capital (%)	Operating profit	39.14%	11.62%
	Pre-tax profit	44.67%	14.91%

Net profit margin	7.76%	3.92%
EPS	3.63	1.29

(II) Research and development progress

1. Completed the development of 1U and 2U Nvidia MGX AI Server and 2U Edge AI chassis designs.
2. Completed the development of small tower and mid-tower Gaming PC products which were showcased at Computex 2024.
3. Development of standardized immersion cooling equipment.
4. Completed the development of 30KW liquid cooling cabinet/energy-saving cabinet which was showcased at Computex 2024.
5. Development of various testing, validation, and cooling solutions for various heat transfer and heat dissipation methods.

II. Summary of 2025 business plan:

(I) Operational guidelines

1. Manufacturing

The Company will continue increasing the weight of automated production while introducing automation modules, advanced manufacturing technologies, Industry 4.0, and smart production solutions for greater efficiency. Additional investments will be made at appropriate timing to expand current facilities and incorporate new and enhanced processes for higher production yield.

2. Products

Continue to promote AI server related products, provide solutions for water cooling and immersion liquid cooling, and continue to increase the involvement in development of computer peripheral devices and server chassis customer services to win new orders.

3. Management

The Company will be adopting a total quality management approach that emphasizes on improving operational performance through enhanced organization and personnel allocation, and maintaining consistent growth in business and profitability through reduced production cost and improved cost structure.

4. Market development

In response to the upcoming age of IoT, AI and 5G, the Company will continue promoting the use of existing products to create market demand, while developing AI server-related products proactively and provide solutions for water cooling and immersion liquid cooling to satisfy customers' demand.

(II) Research and development plans

1. 1U and 2U Intel Edge MHS server design.
2. Intel DC-MHS MDNO TYPE-2 2U server design.
3. Continuous development and iteration of immersion cooling equipment.
4. Development of 50KW air-assisted liquid cooling

cabinets/energy-saving cabinets.

5. Development of water-to-air, water-to-water, and other liquid cooling heat dissipation products.
6. Continued development of testing, validation, and cooling solutions for various heat transfer and heat dissipation methods.

(III) Expected sales volume and basis

Compared with the weakening demand for consumer electronics, the server industry is booming under the trend of the AI industry. Whether it is the new lifestyle of hybrid work and learning, trends such as cloud computing, Internet of Things, Metaverse, AI artificial intelligence, and enterprises moving towards digital transformation, embracing a wider proportion and scope of cloud services, driving the demand for cloud services and computing, and then driving the demand for server construction. According to the latest research report by DIGITIMES, global server shipments will reach 15.24 million units in 2025, a year-on-year increase of 2.3%. Although the market is still growing, due to the escalation of the global tariff war and the increase in geopolitical risks, corporate capital expenditures have become conservative, and the overall market growth rate will be lower than in 2024. High-end AI servers remain the main growth driver. DIGITIMES believes that the competition in the global high-end AI server market will become more diversified. Global shipments of high-end AI servers are expected to grow from 639,000 units in 2024 to 1.323 million units in 2025, with US hyperscale data center operators being the main customers. It is expected that the generative AI boom continues to drive the growth of the global AI server shipment and also the global server industry and market demand. It is meaningless to predict sales volume of metal parts as specifications, materials, and production methods vary for each product. Nevertheless, the Company will strive to achieve growth at above-industry rate.

III. Future development strategies

Chenming will continue improving competitiveness and exploring market opportunities in fields such as smart innovation, technological application, industrial evolution, cloud computing, and AI. Through continuous improvement in R&D, technology, quality and design capabilities to meet the trend of diversified products, we will continue to maintain steady development to face the fierce competition in the future industry, continue to deepen AI server and cloud server products, develop water cooling and liquid cooling solutions, actively introduce Industry 4.0 intelligent production and deployment of automated equipment, establish physical and virtual platforms, and build efficient logistics systems and management systems to achieve the goals of fast service and cost reduction, and move towards a business model

oriented towards intelligent manufacturing and technology application to ensure the Company's sustainable business foundation.

IV. Impacts of the competitive environment, regulatory environment, and the overall business environment

(I) The external competitive environment:

The Company's main products refer to the server chassis and computer chassis. The vigorous development of the server industry is driven by the AI industry, and so is the new opportunities that drive the related industry supply chain to move forward. The Company seizes the market trend and continues to implement automated production and intelligent process management to improve production efficiency and product quality. Internally, Chenming is committed to innovation, R&D, provision of solutions for water cooling and immersion liquid cooling, cost reduction and cost structure optimization, implements application of new materials and process enhancement. Externally, the Company takes the initiative to raise product visibility, explore new customers, and increase in the involvement in development of existing customers to create differentiated competitive advantages.

(II) The regulatory environment:

The Company has complied with regulatory requirements and will be introducing supporting measures and policies such as: independent director system, corporate social responsibility policy, directors liability insurance, manager on-job training etc. to enhance corporate governance.

(III) The overall business environment:

Given the world-wide adoption of new technologies such as smart manufacturing, smart factory, IoT, AI, big data, cloud computing, cybersecurity, and 5G, production and sale of consumer electronic parts and IT products still exhibit immense potentials in the future. The Company will keep aiming at intelligence, innovation, technological application, industrial evolution and cloud computing to upgrade its competitiveness and control the market opportunity.

As the global tariff war intensifies and geopolitical risks intensify, corporate capital expenditures tend to be conservative and global GDP growth slows down. The Company's management team dare not relax at all, but will respond to changes in the situation with a rigorous and responsible attitude, pursue the optimization of cost structure, use the

principles of integrity and mutual benefit to steadily cultivate existing partners, exert a proactive and enterprising momentum to open up future customers, maintain competitive advantages and innovative value, and pursue profitable growth. We have been refining our management practices to ensure the sustainability and consistency of Chenming's business growth. By making ongoing improvements to R&D, technology, quality, and design capacity, the Company not only satisfies the market's demand for product diversity, but also prepares itself with the solid foundation needed to withstand intensifying competition of the industry in the future. Meanwhile, the Company responds to shareholders' support and expectations by directing attention towards corporate governance, social responsibilities, and equity enhancement.

Lastly, on behalf of all employees, I would like to extend my most sincere gratitude to all our shareholders, and look forward to the outstanding performance from the management team.

Chairman: Lin Mu-Ho

Two. Corporate Governance Report

I. Background information of Directors, Supervisors, President, Vice Presidents, Assistant Vice Presidents, and the heads of various departments and branches:

(I) Directors and supervisors

1. Directors' and supervisors' background

April 15, 2025

Title (Note 1)	Nationality or place of registration	Name	Gender/ age (Note 2)	Date elected/ appointed	Term of office	Date first elected (Note 3)	Shareholding when elected		Number of shares held currently.		Shares held by spouse and underage children		Shares held by proxy		Main career (academic) background (Note 4)	Concurrent position in the Company and in other companies	Spouse or relatives of second degree or closer acting as directors, supervisors, or department heads			Remarks (Note 5)
							Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
Chairman	The Republic of China	Lin Mu-Ho	Male 71-80	2023/06/16	3 years	1976/06/17	30,000,230	15.31%	29,991,230	14.62%	0	0%	0	0%	Career background: Chenming Mold Ind. Corp. - Chairman Academic background: MBA, Pacific Western University	The Company's person-in-charge Ding Du International Co., Ltd. - Representative Chueh Rong International Co., Ltd. - Representative Dongguan Chenming Electronics Co., Ltd. - Representative Ding Chih Co., Ltd. - Representative Chenming Electronic (Ningbo) Co., Ltd. - Representative Representative of CHENMING ELECTRONIC TECHNOLOGY USA, UNC. Representative of CHENMING ELECTRONIC TECHNOLOGY (THAILAND) CO., LTD.	Director	Lin Feng-Jan	Father and son	None
Director	The Republic of China	Lin Feng-Jan	Male 51-60	2023/06/16	3 years	2017/06/16	6,612,310	3.37%	5,013,310	2.44%	1,956	0.00%	0	0%	Career: Chenming Electronic Technology - Vice Chairman Academic background: Electronic Engineering, National Yunlin University of Science and Technology	The Company's Vice Chairman	Chairman	Lin Mu-Ho	Father and son	None
Director	The Republic of China	Lo Chih-Chi	Male 51-60	2023/06/16	3 years	2017/06/16	573,958	0.29%	573,958	0.28%	208,446	0.10%	0	0%	Career background: Chenming Mold Ind. Corp. - President Academic background: Department of Banking and Finance, Tamkang University	President of the Company	None	None	None	None
Director	The Republic of China	Chen Hsiao-Chun	Female 61-70	2023/06/16	3 years	2000/05/24	259,456	0.13%	155,456	0.08%	0	0%	0	0%	Career: Xi Zhi Tang - President; Chinese Culture and Fine Arts Association - The 15th Chairperson Education: Master of Art Administration, National Taiwan Normal University Department of Fine Arts	Xi Zhi Tang Co., Ltd. - Person-in-charge	None	None	None	None

Title (Note 1)	Nationality or place of registration	Name	Gender/ age (Note 2)	Date elected/ appointed	Term of office	Date first elected (Note 3)	Shareholding when elected		Number of shares held currently.		Shares held by spouse and underage children		Shares held by proxy		Main career (academic) background (Note 4)	Concurrent position in the Company and in other companies	Spouse or relatives of second degree or closer acting as directors, supervisors, or department heads			Remarks (Note 5)
							Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
Independent Director	The Republic of China	Chen Hung-Chang	Male 61-70	2023/06/16	3 years	2020/06/12	0	0%	0	0%	0	0%	0	0%	Career: De Jang Tax Account Office - President; Taiwan Tax Account Quality Assurance Association - Executive Director Education: Department of Accounting and Statistics, Kuo-Chi Junior College of Commerce	De Jang Tax Account Office - President	None	None	None	None
Independent Director	The Republic of China	Chen Chien-Tsun	Male 41-50	2023/06/16	3 years	2020/06/12	0	0%	0	0%	0	0%	0	0%	Career: Ju Cheng CPA Firm - CPA Education: Department of Finance, Southern Taiwan University of Science and Technology	Ju Cheng CPA Firm - CPA	None	None	None	None
Independent Director	The Republic of China	Chou Liang-Chen	Female 51-60	2023/06/16	3 years	2020/06/12	0	0%	0	0%	0	0%	0	0%	Career: Chia Hua Law Firm - Attorney-at-law; Xin Fu Law Firm - Attorney-at-law; Chen Shyuu & Pun Law Offices - Attorney-at-law Education: Dept. of Law, Fu Jen Catholic University	Chia Hua Law Firm - Attorney-at-law	None	None	None	None

Note 1: For corporate shareholders, the names and representatives are stated individually (for representatives, the names of the respective corporate shareholders they represent are stated separately), and additional disclosures shall be made in Table 1.

Note 2: Age may be presented in ranges, such as 41-50 or 51-60.

Note 3: Any disruption of duty as a director or supervisor after the date first elected shall be addressed in a separate remark.

Note 4: The career background of anyone above relating to their current roles, e.g. previous employment in the CPAs firm or employment in a related company, shall be disclosed with detailed job titles and responsibilities.

Note 5: In situations where the Company's President or manager of the highest equivalent grade is the same person as or a spouse or first-degree relative of the Chairman, please explain the reasons, rationality and necessity of such an arrangement and any response measures taken (such as introduction of independent directors). Furthermore, disclose whether more than half of directors are involved in concurrent duty as employees or managers.

2. Professionalism and independence

A. Directors' expertise and independent directors' independence:

April 15, 2025

Criteria Name	Professional qualification <u>and</u> experience	Independence criteria	Number of public companies in which concurrently serves as an independent director
Lin Mu-Ho	Main career background: Chenming Electronic Technology - Chairman Main academic background: MBA, Pacific Western University Does not meet any of the conditions stated in Article 30 of The Company Act.	Not applicable for independent directors	None
Lin Feng-Jan	Main career background: Chenming Electronic Technology - Vice Chairman Main academic background: Electronic Engineering, National Yunlin University of Science and Technology Does not meet any of the conditions stated in Article 30 of The Company Act.	Not applicable for independent directors	None
Lo Chih-Chi	Main career background: Chenming Electronic Technology - President Main academic background: Graduate Institute of Banking & Finance, Tamkang University Does not meet any of the conditions stated in Article 30 of The Company Act.	Not applicable for independent directors	None
Chen Hsiao-Chun	Main career background: Xi Zhi Tang - President; Chinese Culture and Fine Arts Association - The 15th Chairperson Main academic background: Master of Art Administration, National Taiwan Normal University Department of Fine Arts Does not meet any of the conditions stated in Article 30 of The Company Act.	Not applicable for independent directors	None
Chen Hung-Chang	Main career background: De Jang Tax Account Office - President; Taiwan Tax Account Quality Assurance Association - Executive Director Main academic background: Department of Accounting and Statistics, Kuo-Chi Junior College of Commerce Audit Committee convener Does not meet any of the conditions stated in Article 30 of The Company Act.	Compliance of independence (Note)	None
Chen Chien-Tsun	Main career background: Ju Cheng CPA Firm - CPA Main academic background: Department of Finance, Southern Taiwan University of Science and Technology Audit Committee member Does not meet any of the conditions stated in Article 30 of The Company Act.	Compliance of independence (Note)	None

Criteria Name	Professional qualification <u>and</u> experience	Independence criteria	Number of public companies in which concurrently serves as an independent director
Chou Liang-Chen	Main career background: Chia Hua Law Firm - Attorney-at-law; Xin Fu Law Firm - Attorney-at-law; Chen Shyuu & Pun Law Offices - Attorney-at-law Main academic background: Dept. of Law, Fu Jen Catholic University Audit Committee member Does not meet any of the conditions stated in Article 30 of The Company Act.	Compliance of independence (Note)	2

Note: Includes but is not limited to the following criteria: (1) The subject, spouse, and 2nd-degree relatives or closer do not serve as director, supervisor, or employee at the Company or any of its affiliated enterprises; (2) The subject, spouse, and 2nd-degree relatives or closer do not hold shares of the Company (or using names of others); (3) Does not serve as director, supervisor, or employee in the Company or in any company it has special relationship with (as defined in Subparagraphs 5-8, Paragraph 1, Article 3 of Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies); (4) Did not receive compensation from the Company or any of its affiliated enterprises in the last two years for commercial, legal, financial, and accounting services rendered.

B. Diversity and independence of the board of directors:

- (I) Board diversity: The Company has implemented a diversity policy for board members according to Article 20 of its "Corporate Governance Best-Practice Principles." The Company's board of directors currently comprises 7 directors as its members. 29% of board members concurrently held positions as employee, whereas 43% of board members were independent directors. The Company also places great emphasis on gender equality, and has female directors making up 29% of the board. All independent directors have served less than 6 years on board. The board has one director aged 70 and above, two aged 60-70, three aged 50-59, and one aged below 50. All board members are skilled in business administration, leadership, decision-making, and industry knowledge. Among which, Directors Lin Feng-Jan, Chen Hung-Chang, Chen Chien-Tsun, and Chen Hsiao-Chun are particularly well-versed in industry knowledge, finance, and accounting; Directors Lin Mu-Ho and Lo Chih-Chi are especially capable in business administration, leadership, and decision-making; whereas Director Chou Liang-Cheng has extensive expertise in international markets and laws to provide the Company with professional advices from different perspectives. The Company has met its management targets of having at least one-third of independent directors on board and having less than one-third of directors concurrently serving as managers. The Company also has plans to increase the number of independent director seats to more than half of the board. In terms of gender equality, the Company plans to have female directors accounting for more than 40% of board members in the future.

Implementation of board diversification policy by individual director:

Core Items Name of director	Gender	Concurrent employment at the Company	Age >70	Age 60-70	Age 50-59	Age <50	Industry knowledge	Finance and accounting	Operational management	Leadership and decision-making	International markets	Laws
Lin Mu-Ho	Male		V				V		V	V	V	
Lin Feng-Jan	Male	V			V		V		V		V	
Chen Hsiao-Chun	Female			V			V		V		V	
Lo Chih-Chi	Male	V			V		V	V	V	V	V	
Chen Hung-Chang	Male			V			V	V	V		V	
Chou Liang-Chen	Female				V		V		V		V	V
Chen Chien-Tsun	Male					V	V	V	V		V	

- (II) Board independence: The Company currently has 3 independent director seats that account for more than one-third of total director seats. In compliance with the independence requirements specified in "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies," the Company has obtained written statement and relevant documentary proofs from each independent director to establish their independence and independence of law-defined relatives to the Company. The board as a whole has met the requirements stated in Paragraph 3, Article 26-3 of the Securities and Exchange Act, where more than half of board members are neither a spouse nor a 2nd-degree relative or closer to other directors. For this reason, the Company considers its board having met the independence requirements.

(II) Background information of the President, Vice Presidents, Assistant Vice Presidents, and heads of departments and branch offices

April 15, 2025

Title (Note 1)	Nationality	Name	Gender	Date elected/ appointed	Shareholding		Shares held by spouse and underage children		Shares held by proxy		Main career (academic) background (Note 2)	Concurrent positions in other companies	Spouse or relatives of second degree or closer acting as managers			Remark (Note 3)
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
President	The Republic of China	Lo Chih-Chi	Male	2017.07.15	573,958	0.28%	208,446	0.10%	0	0%	Career background: Chenming Mold Ind. Corp. - President Academic background: Department of Banking and Finance, Tamkang University	None	None	None	None	None
Vice President	The Republic of China	Hsiao Kuang-Chih	Male	2015.11.13	52,000	0.03%	0	0%	0	0%	Career background: Heshan Jianhao Lighting - Manager of Business Division Academic background: Hsinpu Junior College	Dongguan Chenming Electronics Co., Ltd. - President	None	None	None	None
Vice President	The Republic of China	Wu Jui-Chuan	Female	2020.11.06	39,494	0.02%	0	0%	0	0%	Career background: Lun Kuang Co., Ltd., IBM Academic background: EMBA, National Taipei University	None	None	None	None	None
Vice President	The Republic of China	Chang Chin-Hsing	Female	2012.10.08	0	0%	24	0.00%	0	0%	Career background: Lead Year Enterprises Co., Ltd. - Sales Representative Academic background: EMBA, Sun Yat-sen University	None	None	None	None	None
Vice President	The Republic of China	Chang Chu-Chih	Male	2022.05.11	0	0%	6,000	0.00%	0	0%	Career: Getac Technology - Senior Manager of Quality Assurance Education: De Lin Institute of Technology	Chenming Electronic (Ningbo) Co., Ltd. - President	None	None	None	None
Vice President	The Republic of China	Chueh Chung-Hui	Male	2018.08.08	1,798	0.00%	0	0%	0	0%	Experience: Vice President of Chenming Electronic Technology Academic background: Tatung University - Doctor	None	None	None	None	None
Assistant Vice President	The Republic of China	Fan Shu-Hui	Female	2024.03.13	0	0%	0	0%	0	0%	Work experience: Special Assistant, COMVISION ENTERPRISES LTD. Academic background: Department of Political Science, National Taiwan University	None	None	None	None	None
Assistant Vice President and also Finance Manager	The Republic of China	Chuang Chia-Ying	Female	2023.11.08	0	0%	0	0%	0	0%	Work experience: Senior Manager, D-Link Corporation Academic background: Department of Accounting, National Cheng Kung University	None	None	None	None	None
Chief Corporate	The Republic of China	Huang Shih-Chieh	Male	2023.05.03	1,000	0.00%	0	0%	0	0%	Career background: Chenming Mold Ind. Corp. - Assistant Vice	None	None	None	None	None

Title (Note 1)	Nationality	Name	Gender	Date elected/ appointed	Shareholding		Shares held by spouse and underage children		Shares held by proxy		Main career (academic) background (Note 2)	Concurrent positions in other companies	Spouse or relatives of second degree or closer acting as managers			Remark (Note 3)
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
Governance Officer											President of Finance Division Academic background: Business Administration, National Defense University					

Note 1: Includes background information of the President, Vice Presidents, Assistant Vice Presidents, heads of various departments and branches, and anyone of equivalent authority to the above, regardless of their job titles.

Note 2: The career background of anyone above relating to their current roles, e.g., previous employment in the CPAs firm or employment in a related company, shall be disclosed with detailed job titles and responsibilities.

Note 3: If the President or equivalent (the supreme management) of the Company is the same person, spouse or relative within 1st degree of kinship of the Chairman, please disclose the reason, rationality, necessity and responsive measures (e.g. Increasing the seats of independent director, and a majority of directors prohibited from serving as employees or managers concurrently).

II. Remuneration paid to directors, supervisors, the President, and Vice Presidents in the most recent year
(I) Remuneration paid to directors, supervisors, the President, and Vice Presidents in the last year
1. Remuneration to directors (including independent directors)

Unit: NT\$

Title	Name	Director's remuneration								Sum of A, B, C, and D and as a percentage of net income (%)		Compensation as company employee								Sum of A, B, C, D, E, F, and G and relative percentage to net income		Compensation from parent company or business investments other than subsidiaries														
		Compensation (A)		Pension (B)		Director's remuneration ^①		Fees for services rendered (D)				Salaries, bonuses, special allowances etc (E)		Pension (F)		Employee Compensation (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	Amount paid in cash	Amount paid in shares	Amount paid in cash	Amount paid in shares	The Company	All companies included in the financial statements															
Chairman	Lin Mu-Ho	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0	0	0	0	0	0	0.00%	0.00%	None
Director and President	Lo Chih-Chi	0	0	0	0	0	0	0	0	0	0	8,710,771	8,710,771	108,000	108,000	500,000	0	500,000	0	9,318,771	9,318,771	1.28%	1.28%	None												
Director	Chen Hsiao-Chun	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0	0	0.00%	0.00%	None				
Director	Lin Feng-Jan	0	0	0	0	0	0	0	0	0	0	1,692,440	1,692,440	87,048	87,048	100,000	0	100,000	0	1,879,488	1,879,488	0.26%	0.26%	None												
Director	Chou Liang-Chen	0	0	0	0	500,000	0	0	0	500,000	500,000	0	0	0	0	0	0	0	0	500,000	500,000	0.07%	0.07%	None												
Director	Chen Hung-Chang	0	0	0	0	500,000	0	44,245	44,245	544,245	544,245	0	0	0	0	0	0	0	0	544,245	544,245	0.07%	0.07%	None												
Director	Chen Chien-Tsun	0	0	0	0	500,000	0	44,170	44,170	544,170	544,170	0	0	0	0	0	0	0	0	544,170	544,170	0.07%	0.07%	None												

1. Please state the policies, systems, standards and structure of remuneration to independent directors, and the relations between the remuneration and the job responsibility, risk and engagement hours borne by the independent directors:
The Company's remuneration to independent directors is determined based on the directors' performance appraisal result. Additionally, according to the Articles of Incorporation, the Remuneration Committee is authorized to review each director's participation in the Company's operation and contribution value, as well as the Company's operating performance. Then, the same is paid upon discussion and approval of the Board of Directors.

2. Compensation received by director for providing service (e.g., consultancy service without the title of an employee to the parent company/any company included in the financial statements/any business investment) in the last year, except those disclosed in the above table: None

1-1 Remuneration brackets table

Range of remuneration paid to directors	Name of director			
	Sum of the first 4 items (A+B+C+D)		Sum of the first 7 items (A+B+C+D+E+F+G)	
	The Company	All companies included in the financial statements H	The Company	All companies included in the financial statements I
Less than NT\$1,000,000	Lin Mu-Ho, Lin Feng-Jan, Chen Hsiao-Chun, Lo Chih-Chi, Chen Hung-Chang, Chen Chien-Tsun, Chou Liang-Chen	Same as described on the left.	Lin Mu-Ho, Chen Hsiao-Chun, Chen Hung-Chang, Chen Chien-Tsun, Chou Liang-Chen	Same as described on the left.
NT\$1,000,000 (inclusive) - NT\$2,000,000 (exclusive)			Lin Feng-Jan	Same as described on the left.
NT\$2,000,000 (inclusive) - NT\$3,500,000 (exclusive)				
NT\$3,500,000 (inclusive) - NT\$5,000,000 (exclusive)				
NT\$5,000,000 (inclusive) - NT\$10,000,000 (exclusive)			Lo Chih-Chi	Same as described on the left.
NT\$10,000,000 (inclusive) - NT\$15,000,000 (exclusive)				
NT\$15,000,000 (inclusive) - NT\$30,000,000 (exclusive)				
NT\$30,000,000 (inclusive) - NT\$50,000,000 (exclusive)				
NT\$50,000,000 (inclusive) - NT\$100,000,000 (exclusive)				
NT\$100,000,000 and above				
Total	7	7	7	7

2. Remuneration to the President and Vice Presidents

Unit: NT\$

Title	Name	Salary (A)		Pension (B)		Bonus and special allowances (C)		Employee Compensation (D)				Sum of A, B, C, and D and relative percentage to net income (%)		Compensation from parent company or business investments other than subsidiaries
		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	
								Amount paid in cash	Amount paid in shares	Amount paid in cash	Amount paid in shares			
President	Lo Chih-Chi	8,262,365	8,262,365	108,000	108,000	448,406	448,406	500,000	0	500,000	0	9,318,771 1.28%	9,318,771 1.28%	None
Vice President	Wu Jui-Chuan	2,200,400	2,200,400	108,000	108,000	231,427	231,427	200,000	0	200,000	0	2,739,827 0.38%	2,739,827 0.38%	None
Vice President	Chang Chin-Hsing	2,840,948	2,840,948	108,000	108,000	162,875	162,875	200,000	0	200,000	0	3,311,823 0.45%	3,311,823 0.45%	None
Vice President	Chueh Chung-Hui	2,388,200	2,388,200	107,550	107,550	122,040	122,040	200,000	0	200,000	0	2,817,790 0.39%	2,817,790 0.39%	None
Vice President	Hsiao Kuang-Chih	0	2,716,584	0	108,000	0	168,500	0	0	200,000	0	0	3,193,084 0.44%	None
Vice President	Chang Chu-Chih	0	2,099,888	0	105,192	0	75,000	0	0	200,000	0	0	2,480,080 0.34%	None

* Information for all persons holding a position equivalent to president, vice president (e.g. president, CEO, director and etc.) must be disclosed, regardless of title.

2-1. Remuneration brackets table

Range of remuneration to the President and Vice Presidents	Name of President and Vice Presidents	
	The Company	All companies included in the financial statements E
Less than NT\$1,000,000		
NT\$1,000,000 (inclusive) - NT\$2,000,000 (exclusive)		
NT\$2,000,000 (inclusive) - NT\$3,500,000 (exclusive)	Wu Jui-Chuan, Chang Chin-Hsing, Chueh Chung-Hui	Wu Jui-Chuan, Chang Chin-Hsing, Chueh Chung-Hui, Hsiao Kuang-Chih, Chang Chu-Chih
NT\$3,500,000 (inclusive) - NT\$5,000,000 (exclusive)		
NT\$5,000,000 (inclusive) - NT\$10,000,000 (exclusive)	Lo Chih-Chi	Same as described on the left.
NT\$10,000,000 (inclusive) - NT\$15,000,000 (exclusive)		
NT\$15,000,000 (inclusive) - NT\$30,000,000 (exclusive)		
NT\$30,000,000 (inclusive) - NT\$50,000,000 (exclusive)		
NT\$50,000,000 (inclusive) - NT\$100,000,000 (exclusive)		
NT\$100,000,000 and above		
Total	4	6

3. Names of managers who received employee remuneration and amount paid

April 15, 2025

	Title (Note 1)	Name (Note 1)	Amount paid in shares	Amount paid in cash	Total	Total as a percentage of net income (%)
Managerial officers	President	Lo Chih-Chi	0	2,000,000	2,000,000	0.27%
	Vice President	Wu Jui-Chuan				
	Vice President	Chang Chin-Hsing				
	Vice President	Chueh Chung-Hui				
	Vice President	Hsiao Kuang-Chih				
	Vice President	Chang Chu-Chih				
	Chief Corporate Governance Officer	Huang Shih-Chieh				
	Assistant Vice President	Fan Shu-Hui				
	Assistant Vice President and also Finance Manager	Chuang Chia-Ying				

Note 1: Names and titles shall be disclosed separately, whereas the amount of earnings appropriation can be disclosed in aggregate.

Note 2: Refers to the amount of employee remuneration provided for managers (in cash or in shares), which the board of directors has proposed as part of the most recent earnings appropriation (where the amount could not be estimated, a calculation was made based on last year's payout ratio). Net income refers to that in the most recent year. If IFRSs have been adopted, net income shall refer to the amount of after-tax profit shown in the latest financial reports of the consolidated/standalone entity.

Note 3: Pursuant to FSC Letter Tai-Cai-Zheng-III-Zi No. 0920001301 dated March 27, 2003, the role of manager covers the following positions:

- (1) President or other position of equivalent grade
- (2) Vice President or other position of equivalent grade
- (3) Assistant Vice President or other position of equivalent grade
- (4) Head of Finance Department
- (5) Head of Accounting Department
- (6) Any other signatories involved in the Company's administrative affairs

Note 4: For directors, President and Vice Presidents who receive employee remuneration (in cash or in shares), details shall be disclosed in this table in addition to Table 1-2.

(II) Disclosure of compensations to the five top-paid managers, if any of the circumstances listed in Item 2-1 or Item 2-5, Subparagraph 3, Article 10 of the guidelines apply:

Title	Name	Salary (A)		Pension (B)		Bonus and special allowances (C)		Employee Compensation (D)				Sum of A, B, C, and D and relative percentage to net income (%)		Compensation from parent company or business investments other than subsidiaries
		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	
								Amount paid in cash	Amount paid in shares	Amount paid in cash	Amount paid in shares			
President	Lo Chih-Chi	8,262,365	8,262,365	108,000	108,000	448,406	448,406	500,000	0	500,000	0	9,318,771 1.28%	9,318,771 1.28%	None
Vice President	Chang Chin-Hsing	2,840,948	2,840,948	108,000	108,000	162,875	162,875	200,000	0	200,000	0	3,311,823 0.45%	3,311,823 0.45%	None
Vice President	Hsiao Kuang-Chih	0	2,716,584	0	108,000	0	168,500	0	0	200,000	0	0 0%	3,193,084 0.44%	None
Vice President	Chueh Chung-Hui	2,388,200	2,388,200	107,550	107,550	122,040	122,040	200,000	0	200,000	0	2,817,790 0.39%	2,817,790 0.39%	None
Vice President	Wu Jui-Chuan	2,200,400	2,200,400	108,000	108,000	231,427	231,427	200,000	0	200,000	0	2,739,827 0.38%	2,739,827 0.38%	None

Note 1: The term "top-5 paid managers" refers to "managers" that meet the definitions specified in Letter Tai-Cai-Zheng-III-Zi No. 0920001301 issued by (former) Securities and Exchange Commission, Ministry of Finance, on March 27, 2003. The notion of "top-5 paid" is ranked and determined based on the sum of salary, pension, bonus, special allowance, and employee remuneration received by managers from all companies included in the consolidated financial statements (i.e. sum of A+B+C+D). Any directors who concurrently served as abovementioned managers are disclosed in this table and in Table (1-1).

Note 2: Refers to salaries, allowances, and severance pay made to top-5 paid managers in the last year.

Note 3: Refers to other compensations such as bonus, incentive, travel allowance, special allowance, subsidy, accommodation, corporate vehicle or other in-kind benefits made to top-5 paid managers in the last year. Where housing, cars, vehicles, or personal allowances were granted, the nature and cost of assets, the rental rates (calculated based on actual or fair value), cost of petrol, and other subsidies are also disclosed. Where personal drivers were allocated, a footnote disclosure explaining the amount of compensations made to drivers is provided; these compensations do not count toward compensations of the above beneficiaries. Part of the salary expense was recognized according to IFRS2 - "Share-based Payment." Amounts including employee stock options, restricted employee shares, and subscription to cash issues are also treated as compensation.

Note 4: Represents the amount of employee remuneration allocated to top-5 paid managers (in cash or in shares), which the board of directors has proposed as part of the most recent earnings appropriation (where the amount could not be estimated, a calculation was made based on last year's payout ratio). Table 1-3 has been prepared in addition

to the above details.

Note 5: The disclosure includes all companies covered by the consolidated financial statements (including the Company), and represents total amount of compensation paid by all companies above to top-5 paid managers.

Note 6: Net income refers to the amount shown in the standalone or separate financial statement in the most recent year.

Note 7: A. This field represents all forms of compensation that the top-5 paid managers received from the Company's parent company or business investments other than subsidiaries (or "None" if absent).

B. Compensation refers to any return, remuneration (including remuneration received as an employee, director and supervisor) and professional service fee that the top-5 paid managers received for serving as director, supervisor or manager in the parent company or business investments other than subsidiaries.

(III) Amount of compensation paid in the last 2 years by the Company and all companies included in the consolidated financial statements to the Company's directors, supervisors, President, and Vice Presidents, and their respective percentages to standalone or separate net income, as well as the policies, standards, and packages by which they were paid, the procedures through which compensations were determined, and their association with business performance and future risks:

I. The total compensation paid to the Company's directors, supervisors, presidents and vice presidents in the last two fiscal years to the net income in the parent company only financial statements or separate financial statements is stated as following:

Year		2023			2024		
Title		Director	Supervisor	President and Vice Presidents	Director	Supervisor	President and Vice Presidents
The Company	As a percentage of net income	4.50%	0%	6.40%	1.75%	0%	2.49%
All companies included in the consolidated statements	As a percentage of net income	4.50%	0%	8.45%	1.75%	0%	3.27%

Note: The decrease in remuneration to directors of the Company in 2024 from 2023 is primarily a result of the increase in net income in 2024. The ratio of remuneration of the general manager and deputy general manager to net profit after tax decreased compared with 2023 due to the increase in net profit after tax in 2024.

II. The policy, standard and package of compensation payment, the procedure for determination of compensation and the connection with the operation performance and future risk:

(I) The policy, standard and package of compensation payment:

1. For the remuneration to the Company's directors, in accordance with Article 19 of the Company's Articles of Incorporation, the Board of Directors will determine the remuneration for individual directors' performance of duties, subject to the individual directors' participation level and contribution value, and

in reference to the pay level adopted by peer companies. If the Company retains earnings in the current year, according to Article 19 of the Company's Articles of Incorporation, no more than 2% thereof shall be distributed as the remuneration to directors. The relevant performance appraisal and reasonableness of the remuneration have been reviewed by the Remuneration Committee and the Board of Directors:

- (1) Operating performance: Based on the operating revenue growth rate, growth rate of income before tax, and operating income growth rate for the year.
 - (2) Pay level among peer companies: Take into the remuneration to directors paid by TWSE-listed companies in the chassis industry or the average remuneration to directors among peer companies.
2. For the compensation to the Company's managerial officers, various occupational allowances and bonuses are expressly defined in accordance with the salary regulations to encourage and reward the employees for the efforts paid by them. The relevant bonuses are verified also depending on the Company's annual operating performance, financial position, ESG achievement status, operating status and personal work performance. Meanwhile if the Company makes a profit in the year, it shall appropriate at least 2% thereof as the remuneration to employees in accordance with Article 19 of the Company's Articles of Incorporation. According to the "Performance Management Regulations," the Company conducts performance appraisal in December of each year. The appraisal results are used as a reference for the distribution of bonus to the managerial officers.
 3. The remuneration package paid by the Company is determined based on the Remuneration Committee's organizational charter, including cash remuneration, stock options, stock dividends, retirement benefits or severance pay, various allowances and other measures providing substantial incentives. The scope thereof is consistent with that related to the compensation to directors and managers under the Regulations Governing Information to be Published in Annual Reports of Public Companies.

(II) The procedure for determination of compensation:

1. The remuneration to directors and managers is regularly evaluated based on the evaluation results generated under the Company's "Regulations Governing Performance Appraisal on the Board of Directors," and the "Performance Management Regulations" applicable to managers and employees. The remuneration to managers is determined in reference to the pay level among peer companies together with the Company's business performance indicators, and subject to the approval by the Board of Directors.
2. According to the results of the Company's 2024 manager performance appraisal, all managerial officers' performance was found achieving or exceeding the target required. The Company's annual business indicator evaluation result also showed that the highest standards were met.
3. The performance appraisal on the Company's directors and managerial officers and reasonableness of the remuneration to them are regularly evaluated and reviewed by the Remuneration Committee and the Board of Directors every year. The actual amount of remuneration to directors and managers in 2024 was reviewed by the Remuneration Committee and then submitted to the Board of Directors for resolution.

(III) Connection with the operation performance and future risk:

1. The payment standards and system under the Company's remuneration policy are reviewed subject to the Company's entire operating status, and authorized based on the performance achievement rate and contribution level, in order to improve the overall organizational efficiency of the Board of Directors and management departments. Meanwhile, the pay level applicable in the same industry is also taken into consideration to ensure that the remuneration to the Company's management is competitive in the industry to retain excellent management talents.
2. The performance targets of the Company's managerial officers are combined with "risk control" to ensure that possible risks within the scope of duties may be managed and prevented. Meanwhile, the rating results are decided subject to the actual performance and linked with related human resources and related remuneration policy. The key decisions are made by the Company's management after the management take various risk factors into consideration. The performance of the relevant decisions is reflected in the Company's profitability and, therefore, the management's compensation is related to the performance of risk control.

III. The policy for linking the remuneration to senior managers with ESG-related performance appraisal

(I) Establishment of incentives/assessment/performance indicators related to carbon reduction goals - connection of remuneration and sustainable performance:

1. Short-term goal (2024): Plan to include the net zero emission and green power procurement goals of ESG in the President's annual performance goal, and the weight of it is planned to account for 15%.
2. Mid-term goals (2025 - 2028):
 - (1) Strengthen the link between remuneration and sustainable performance, include inclusion of the implementation target into senior executives, and planning about the weight ratio.

- (2) Link to the net zero goal: assessment and formulation of linked items and weights.
- (3) Research on inclusion of the net zero goal into personal “behavioral assessment indicators.”
- 3. Long-term goals (2029 - 2036):
 - (1) Improve the link between remuneration and sustainable performance and extend it to the personnel at the executive level.
 - (2) Research on inclusion of the net zero goal into personal “behavioral assessment indicators.”
- (II) Long-term performance goals: The long-term incentive performance goals for the Company's president and vice president (senior executives) include the financial performance of the parent company and subsidiaries in next 3 years, long-term strategy implementation results and total rate of return for shareholders. Meanwhile, it is necessary to consider the risk management, corporate governance and weighted “sustainability indicators” plus 10% to implement the promotion of sustainable goals and link the managers’ liability and obligation toward the long-term performance.
President's short-term performance goals: The weight of financial indicators accounts for 40%, weight of strategic management indicators 30%, and weight of sustainability indicators 30%. The sustainability indicators include focus on climate risk, legal compliance, and ethical management, and practicing of all key ESG tasks (including net zero emission and green power procurement and promotion of net zero emission as indicators accounting for 15%).
Short-term sustainability performance indicators for senior executives: The weight of sustainability indicators account for 30%, including 10% for climate change mitigation and adaptation, 10% for risk management, and 10% for green power procurement.

III. Corporate governance

(I) Functionality of board of directors

- The Company convened 5 Board of Directors meetings in 2024 and 2 Board of Directors meetings in 2025 up to the date of publication of annual report. That is, the Board of Directors convened a total of 7 meetings (A). The directors' attendance record is stated as following:

Title	Name (Note 1)	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) [B/A] (Note 2)	Remarks
Chairman	Lin Mu-Ho	7	0	100%	
Director	Lin Feng-Jan	7	0	100%	
Director	Lo Chih-Chi	7	0	100%	
Director	Chen Hsiao-Chun	0	3	0%	
Independent Director	Chen Hung-Chang	7	0	100%	
Independent Director	Chen Chien-Tsun	7	0	100%	
Independent Director	Chou Liang-Chen	7	0	100%	

Other remarks:

I. For board of directors meetings that meet any of the following descriptions, state the date, session, the discussed agenda, independent directors' opinions and how the company has responded to such opinions:

(I) The circumstances referred to in Article 14-3 of the Securities and Exchange Act:

Board of Directors	Details of agenda	All independent directors' opinions and the resolution	Company's response to independent directors' opinions
2024/01/24 Proposal 2	Cause of motion: Transfer of the Company's accounting manager.	Passed without objection from all attending independent directors	None
2024/01/24 Proposal 3	Summary: Lending of capital by Chenming Electronic (Ningbo) Co., Ltd. to Dongguan Chenming Electronics Co., Ltd.	Passed without objection from all attending independent directors	None
2024/07/30 Proposal 3	Subject: Proposal for exercising the compulsory redemption right of the Company's third domestic secured convertible corporate bonds.	Passed without objection from all attending independent directors	None
2024/07/30 Proposal 4	Subject: The Company intends to issue NT\$500 million of its fourth domestic secured convertible corporate bonds.	Passed without objection from all attending independent directors	None
2024/11/06 Proposal 4	Summary: Proposal to renew endorsement/guarantee for Mainland subsidiary - Chenming Electronic (Ningbo) Co., Ltd. in the Company's capacity.	Passed without objection from all attending independent directors	None
2024/11/06 Proposal 5	Summary: Proposal to renew endorsement/guarantee for Mainland subsidiary - Dongguan Chenming	Passed without objection from all attending	None

	Electronics Co., Ltd. in the Company's capacity.	independent directors	
2024/11/06 Proposal 6	Subject: Revised the internal control procedures for sustainable information management.	Passed without objection from all attending independent directors	None
2025/01/15 Proposal 2	Summary: Lending of capital by Chenming Electronic (Ningbo) Co., Ltd. to Dongguan Chenming Electronics Co., Ltd.	Passed without objection from all attending independent directors	None
2025/03/13 Proposal 5	Subject: Proposal to conduct a private placement of common shares to make up for the public offering and application for listing.	Passed without objection from all attending independent directors	None

(II) Any other documented objections or reservations raised by independent director against board resolution in relation to matters other than those described above: None.

II. In instances where a director recused himself/herself due to a conflict of interest, the minutes shall clearly state the director's name, contents of the motion and resolution thereof, reason for not voting and actual voting counts:

Board of Directors	Details of agenda	Name of director	The nature of conflicting interests and voting process
2024/01/24 Proposal 1	Cause of motion: The 2023 year-end bonus allocation principles for managers is submitted for review and resolution.	Vice Chairman Lin Feng-Jan Director Lo Chih-Chi	After excluding the recused director(s), the motion was unanimously passed by the remaining attending directors without objection.
2025/01/15 Proposal 1	Cause of motion: The 2024 year-end bonus allocation principles for managers is submitted for review and resolution.	Vice Chairman Lin Feng-Jan Director Lo Chih-Chi	After excluding the recused director(s), the motion was unanimously passed by the remaining attending directors without objection.

III. Cycle, duration, scope, method, and detail of board performance self (peer) evaluation:

Assessment cycle	Assessment duration	Scope of assessment	Assessment method	Assessment details
Once a year	January 1 to December 31, 2024	Board of directors performance assessment	Board of directors internal self-assessment	<p>Scope of the performance appraisal on the Board of Directors:</p> <ol style="list-style-type: none"> 1. Level of participation in the Company's operations. 2. Improvement of board decision quality. 3. Composition of the board of directors. 4. Election and continuing education of directors. 5. Internal control.
Once a year	January 1 to December 31, 2024	Performance assessment of individual directors	Director self-assessment	<p>Scope of the performance appraisal on the Board members:</p> <ol style="list-style-type: none"> 1. Comprehension of the Company's targets and missions. 2. Directors' duty awareness. 3. Level of participation in the Company's operations. 4. Management and communication of internal relations. 5. Director's professionalism and ongoing education. 6. Internal control.
		Evaluation of functional committee performance (Audit Committee/R emuneration Committee)	Functional committee internal self-assessment	<p>Scope of the performance appraisal on functional committees:</p> <ol style="list-style-type: none"> 1. Level of participation in the Company's operations. 2. Awareness towards duties of the functional committee. 3. Improvements to the quality of decisions made by functional committees. 4. Composition of the functional committee and selection of committee members. 5. Internal control.

1. Outcome of board performance evaluation will be taken into consideration when electing or nominating directors. Performance evaluation of individual directors will be taken into consideration when determining compensation for individual directors.
 2. Outcome of assessment has been reported during the 2024 first-quarter board of directors meeting (January 15) to provide reference for future enhancements to board function. Results are also disclosed on the Company's website for investors' reference.
- IV. Enhancements to the functionality of the board of directors in the current and the most recent year (e.g., establishment of an Audit Committee, improvement of information transparency etc), and the progress of such enhancements:
1. Board functionality enhancement goals
 - (1) The Board has functioned in line with the Company's "Parliamentary Rules For Directors' Meetings" and relevant laws and regulations. The finance and accounting manager and chief internal auditor would attend the board meetings and issue relevant reports for directors' reference. Information of directors' attendance and continuing education is submitted to the Market Observation Post System on a regular basis.
 - (2) The Company held a re-election of its directors (including independent directors) during the shareholders' general meeting dated June 12, 2020. Four directors including Lin Mu-Ho, Lin Feng-Jan, Chen Hsiao-Chun, and Lo Chih-Chi and three independent directors including Chou Liang-Chen, Chen Hung-Chang, and Chen Chien-Tsun were elected. The board also convened a meeting on the same day to elect Mr. Lin Mu-Ho as Chairman.

- (3) A decision was passed during the board of directors meeting dated June 24, 2020 to appoint Ms Chou Liang-Chen, Mr. Chen Hung-Chang, and Mr. Chen Chien-Tsun as members for the Company's 4th Remuneration Committee. Mr. Chen Hung-Chang was elected convener for the Remuneration Committee. During the board of directors meeting held on January 29, 2021, a resolution was passed to amend "Articles of Association of Remuneration Committee" to facilitate better support of board functions, and to impose regular reviews over performance assessment, salary/compensation policies, systems, standards, and structure for directors and managers.
 - (4) The board of directors passed a decision to amend "Regulations Governing Board of Directors Self or Peer Assessment" during the board meeting held on January 29, 2021 and renamed it "Board of Directors Performance Assessment Policy." Performance assessments on board of directors, board members, and functional committees for 2024 have been completed; outcomes of which were reported along with improvement plans to the board of directors during the meeting held on January 15, 2025.
 - (5) On June 12, 2020, the Company assembled an Audit Committee to take over supervisor duties and appointed committee members according to Article 4 of Articles of Association of Audit Committee. Later on January 29, 2021, the board of directors passed a resolution to amend "Articles of Association of Audit Committee" to facilitate better support of board duties.
2. Progress: The Company is dedicated to maintaining operational transparency, and discloses important resolutions on Market Observation Post System immediately after each board meeting for shareholders' interest.

(II) Functionality of the Audit Committee

1. The Company assembled an Audit Committee on June 12, 2020 to support the board of directors' supervisory duties and administrative functions. The Audit Committee is consisted entirely of independent directors and has a total of 3 members. The committee convenes meetings at least once per quarter.
2. Responsibilities of the committee are as follows:
 - Establishment or amendment of internal control system according to Article 14-1 of the Securities and Exchange Act.
 - Evaluation over the effectiveness of internal control system.
 - Establishment or amendment of asset acquisition and disposal procedures, derivative trading procedures, external party lending procedures, external party endorsement and guarantee procedures, and other procedures of major financial or business consequences according to Article 36-1 of the Securities Exchange Act.
 - Matters concerning directors' personal interests.
 - Major asset or derivative transactions.
 - Major lending, endorsement, or guarantee to an external party.
 - Offering, issuance, or private placement of securities with equity characteristics.
 - Appointment, dismissal, or compensation of financial statement auditors.
 - Appointment and dismissal of the head of finance, accounting, or internal audit.
 - Annual financial report signed or sealed by Chairman, manager, and head of accounting, and Q2 financial reports subject to audit by CPA.
 - Other issues deemed material by the Company or the competent authority.
3. Below is a summary of the committee's annual task focus:
 - (1) Review of financial reports
The Board of Directors prepared the Company's quarterly financial statements for 2024, which have been audited by KPMG Taiwan and issued an auditors' report. The Audit Committee has reviewed and found no discrepancies.
 - (2) Assessment of effectiveness of the internal control system
The Audit Committee evaluates the effectiveness of the Company's internal control system, policy, and procedures (including control measures on financial, operational, risk management, cybersecurity, and compliance aspects), and reviews regular reports, including risk management and compliance reports, submitted by internal auditors,

financial statement auditors, and the management. The Audit Committee considers the Company's risk management and internal control systems to be effective, and that the Company has adopted necessary control mechanisms to monitor and rectify violations.

- (3) The Audit Committee convened 5 meetings in 2024 and 2 meetings in 2025 up to the date of publication of annual report. That is, the Company's Audit Committee has convened a total of 7 meetings (A). The independent directors' attendance record is stated as following:

Title	Name	Actual attendance (B)	Attendance by proxy	Percentage of actual attendance (%) (B/A) (Note 1, Note 2)	Remarks
Independent Director	Chen Chien-Tsun	7	0	100%	Convener
Independent Director	Chen Hung-Chang	7	0	100%	
Independent Director	Chou Liang-Chen	7	0	100%	

Other remarks:

I. For Audit Committee meetings that meet any of the following descriptions, details such as the date and session of Audit Committee meeting held, the motions discussed, Independent Directors' objections, reservations, or key recommendations, the Audit Committee's resolution, and how the Company has responded to Audit Committee's opinions are disclosed in the chart below.

(I) Conditions described in Article 14-5 of the Securities and Exchange Act:

Date	Major resolutions	Conditions described in §14-5 of the Securities and Exchange Act	Audit Committee resolution	Company's response to Audit Committee's opinions
2024/01/24	1. Transfer of the Company's accounting manager.	V	Passed without objection from all attending independent directors of the Audit Committee	Passed without objection from all attending directors
	2. Renewal of loans by Chenming Electronic (Ningbo) Co., Ltd. to Dongguan Chenming Electronics Co., Ltd.			
2024/03/13	1. Presentation of the Company's 2023 "Declaration of Internal Control System."	V	Passed without objection from all attending independent directors of the Audit Committee	Passed without objection from all attending directors
	2. Presentation of the Company's 2023 business report and financial statements.			
2024/07/30	1. Proposal for exercising the compulsory redemption right of the Company's third domestic secured convertible corporate bonds.	V	Passed without objection from all attending independent directors of the Audit Committee	Passed without objection from all attending directors
	2. The Company intends to issue NT\$500 million of its fourth domestic secured convertible corporate bonds.			
2024/11/06	1. Proposal to renew endorsement/guarantee for Mainland subsidiary - Chenming	V	Passed without objection from all attending	Passed without objection from all attending

	Electronic (Ningbo) Co., Ltd. in the Company's capacity.		independent directors of the Audit Committee	directors
	2. Proposal to renew endorsement/guarantee for Mainland subsidiary - Dongguan Chenming Electronics Co., Ltd. in the Company's capacity.			
	3.Revised the internal control procedures for sustainable information management.			
2025/01/15	1. Renewal of loans by Chenming Electronic (Ningbo) Co., Ltd. to Dongguan Chenming Electronics Co., Ltd.	V	Passed without objection from all attending independent directors of the Audit Committee	Passed without objection from all attending directors
2025/03/13	1. Proposal to conduct a private placement of common shares to make up for the public offering and application for listing.	V	Passed without objection from all attending independent directors of the Audit Committee	Passed without objection from all attending directors

(II) Other than those described above, any resolutions unsupported by the Audit Committee but passed by more than two-thirds of directors: None.

II. Avoidance of involvements in interest-conflicting motions by independent directors, including details such as the name of independent director, the motion, the nature of conflicting interests, and the voting process: None.

III. Communication between independent directors and internal/external auditors (e.g. discussions concerning the Company's financial and business affairs, the method of communication used, and the outcome):

1. Independent directors and CPAs engage in regular discussions at least once a year. CPAs would report and brief independent directors on issues concerning the Company's financial position, profitability, operations, internal control, and internal audit, and communicate on the accounting impacts of regulatory amendments.
2. The chief internal auditor engages independent directors in regular discussions at least once a quarter to report on the implementation of internal audit and internal control systems. Meetings may also be called on an ad-hoc basis in the occurrence of major event.

3. Summary of communication:

Date	Counterpart of communication	Method of communication	Matters communicated	Outcome of communication
2024/01/24	Chief internal auditor, independent directors	Conference	<ul style="list-style-type: none"> ● Report on the execution of internal audit from October to December 2023. ● Execution of the 2023 annual audit plan. 	No objection was raised during this conference.
2024/03/13	Chief internal auditor, independent directors, CPAs	Conference	<ul style="list-style-type: none"> ● CPAs report to the independent director on the financial position, profitability, overall operations and audit of internal control system for 	No objection was raised during this conference.

				<ul style="list-style-type: none"> ● 2023 Declaration of Internal Control System. ● Improvements made to internal control weaknesses and flaws identified in 2023. 	
2024/05/08	Chief internal auditor, independent directors	Conference		<ul style="list-style-type: none"> ● Report on the execution of internal audit from January to March 2024. 	No objection was raised during this conference.
2024/07/30	Chief internal auditor, independent directors	Conference		<ul style="list-style-type: none"> ● Report on the execution of internal audit from April to June 2024. 	No objection was raised during this conference.
2024/11/06	Chief internal auditor, independent directors	Conference		<ul style="list-style-type: none"> ● Report on the execution of internal audit from July to September 2024. 	No objection was raised during this conference.
2025/01/15	Chief internal auditor, independent directors	Conference		<ul style="list-style-type: none"> ● Report on the execution of internal audit from October to December 2024. ● Execution of the 2024 annual audit plan. 	No objection was raised during this conference.
2025/03/13	Chief internal auditor, independent directors, CPAs	Conference		<ul style="list-style-type: none"> ● CPAs report to the independent director on the financial position, profitability, overall operations and audit of internal control system for 2024. ● 2024 Declaration of Internal Control System. ● Improvements made to internal control weaknesses and flaws identified in 2024. 	No objection was raised during this conference.

Note 1: The date of resignation is specified for independent directors who had resigned prior to the close of the financial year. The in-person attendance rate (%) is calculated based on the number of Audit Committee meetings held and the number of meetings attended in-person during active duty.

Note 2: If a re-election of independent directors had taken place prior to the close of the financial year, independent directors of both the previous and the current board are listed; in which case, the remarks column will address the re-election date and specify whether the independent director was elected in the previous board, the new board, or both. In-person attendance rate (%) is calculated based on the number of Audit Committee meetings held and the number of in-person attendances made during active duty.

(III) Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies

Assessment criteria	Status (Note)		Summary	Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No		
I. Has the Company established and disclosed its corporate governance principles based on "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies"?	V		The Company established its "Corporate Governance Code of Conduct" on December 24, 2014 with the approval of the board of directors and subsequently amended on June 24, 2020 and May 3, 2023. The code of conduct has been disclosed on the Company's website.	Consistent with Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
II. Shareholding structure and shareholders' interests (I) Has the company implemented a set of internal procedures to handle shareholders' suggestions, queries, disputes and litigations? (II) Is the company constantly informed of the identities of its major shareholders and the ultimate controller?	V V		(I) The Company has a spokesperson system and a legal department in place to handle the above issues. (II) The Company engages professional share transfer agency to handle matters concerning shareholders' interests, and is constantly informed of shareholding positions of directors, managers, and shareholders with more than 5% ownership interest. In addition, the Company attempts to establish the identities of its major shareholders and ultimate controller by reviewing changes in the shareholder registry.	Consistent with Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
(III) Has the company established and implemented risk management practices and firewalls for companies it is affiliated with?	V		(III) The Company has established and implemented relevant procedures as required by law; an internal audit unit exists to perform unscheduled audits in this regard.	

Assessment criteria	Status (Note)		Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
(IV) Has the company established internal policies that prevent insiders from trading securities against non-public information?	Yes V	<p style="text-align: center;">Summary</p> <p>(IV) The Company has internal policies in place to prohibit insiders from trading securities against non-public information. These policies provide the basis for the Company’s practices on material information handling and disclosure, and are reviewed and revised from time to time to ensure conformity with current regulations and practical needs. The same may be accessed on the Company's website.</p> <p>The Company organizes the educational propagation for the “Procedures for Preventing Insider Trading” and related laws & regulations for the existing directors, managers and employees at least for once per year. On January 18, April 26, July 15 and October 24, 2024, the Company distributed e-mails to promote awareness towards regulations and prohibitions on insider trading among insiders including directors and managers. Other employees are made aware of the issue by the human resources department as part of their ethics training prior to employment. Materials used in the above training courses are uploaded to the Intranet and made accessible to all employees of the Company.</p>	
III. Assembly and obligations of the board of directors (I) Does the board of directors have a diversity policy and management goals that are duly enforced?	V	(I) The Company has implemented a diversity policy for board members according to Article 20 of its "Corporate Governance Code of Conduct." The Company's Board of Directors currently comprises 7 directors as its members. 29% of the Board members concurrently held positions as	Consistent with Corporate Governance Best-Practice Principles for TWSE/TPEX

Assessment criteria	Status (Note)		Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies																				
	Yes	No	<p>Summary</p> <p>employee, whereas 43% of board members were independent directors. The Company also places great emphasis on gender equality, and has female directors making up 29% of the board. All independent directors have served less than 9 years on board. The board has one director aged 70 and above, two aged 60-70, three aged 50-59, and one aged below 50. All board members are skilled in business administration, leadership, decision-making, and industry knowledge. Among which, Directors Lin Feng-Jan, Chen Hung-Chang, Chen Chien-Tsun, and Chen Hsiao-Chun are particularly well-versed in industry knowledge, finance, and accounting; Directors Lin Mu-Ho and Lo Chih-Chi are especially capable in business administration, leadership, and decision-making; whereas Director Chou Liang-Cheng has extensive expertise in international markets and laws to provide the Company with professional advices from different perspectives. The Company has met its management targets of having at least one-third of independent directors on board and having less than one-third of directors concurrently serving as managers. The Company also has plans to increase the number of independent director seats to more than half of the board. In terms of gender equality, the Company plans to have female directors accounting for more than 40% of board members in the future.</p> <p>Implementation of board diversification policy by individual director:</p> <table border="1"> <thead> <tr> <th>Core Items</th> <th>Gender</th> <th>Concurrent employment at the</th> <th>Age >70</th> <th>Age 60-70</th> <th>Age 50-59</th> <th>Age <50</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>					Core Items	Gender	Concurrent employment at the	Age >70	Age 60-70	Age 50-59	Age <50	Remarks								
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Assessment criteria	Status (Note)		Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary
<p>Committee and Audit Committee, has the company assembled other functional committees at its own discretion?</p> <p>(III) Has the Company established a set of policies and assessment tools for evaluating board performance, and conducted performance evaluation on a yearly basis? Are performance evaluation results reported to the board of directors and used as reference for compensation, remuneration, and nomination decisions?</p>	V		<p>Committee in accordance with laws. Other functional committees will be established in the future according to relevant regulations and industry practices as deemed appropriate.</p> <p>(III) The Company has adopted the "Regulations Governing Performance Appraisal on the Board of Directors" that requires performance assessments to be conducted on the Board of Directors, Audit Committee, Remuneration Committee, and board members at least once a year. The performance appraisal results shall be reported to the Board of Directors.</p> <p>The scope of performance appraisal on the Board of Directors shall at least consist of the following five major elements:</p> <ol style="list-style-type: none"> 1. Degree of participation in the Company's operation; 2. Upgrading the quality of the Board of Directors' decision making; 3. Formation and structure of the Board of Directors; 4. Election and continuing education of directors; 5. Internal control. <p>Directors' individual performance assessment covers at least the following six main aspects:</p> <ol style="list-style-type: none"> 1. Alignment with the Company's goals and mission; 2. Awareness toward directors' responsibilities and duties; 3. Degree of participation in the Company's operation; 4. Management of internal relations and communication; 5. Expertise and continuing education of directors; 6. Internal control.

Assessment criteria	Status (Note)		Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	
		<p style="text-align: center;">Summary</p> <p>The scope of performance appraisal on the functional committees shall at least consist of the following five elements:</p> <ol style="list-style-type: none"> 1. Degree of participation in the Company's operation; 2. Awareness toward the functional committees' responsibilities and duties; 3. Upgrading the quality of the functional committees' decision making; 4. Formation of the functional committees and election of members; 5. Internal control. <p>The assessment was conducted in the form of questionnaire, which surveyed Board of Directors' operations, directors' engagement, and functional committee operations. Furthermore, "Board of Directors Self-Performance Assessment Questionnaire," "Board Members Self Performance Assessment Questionnaire," and "Functional Committee Self-Performance Assessment Questionnaire" were distributed for completion by the respective respondents. The questionnaires were collected by the execution unit, which then recorded and reported the assessment results. When electing or nominating members of the board of directors, the Company shall base its election on the evaluation results of the performance of the Board and shall base its determination of an individual director's remuneration and nomination for reelection on the evaluation results of his or her performance.</p> <p>The Company completed performance assessment on Board of Directors, individual Board members, Remuneration Committee, and Audit Committee in January 2025. Assessment results and corrective action plans were reported at the Board meeting convened on January 15, 2025.</p> <p>Assessments of 2024 performance were rated A+~A++, considered fair.</p>	

Assessment criteria	Status (Note)		Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies																														
	Yes	<p data-bbox="757 470 1792 582" style="text-align: center;">Summary</p> <p data-bbox="757 507 1787 577">Suggestions to the Board of Directors and functional committees, and corrective action plans are stated as following:</p> <table border="1" data-bbox="757 614 1760 1436"> <thead> <tr> <th data-bbox="757 614 1043 651">Item</th> <th colspan="2" data-bbox="1043 614 1415 651">Result</th> <th data-bbox="1415 614 1760 651">Corrective action plan</th> </tr> </thead> <tbody> <tr> <td data-bbox="757 651 1043 1214" rowspan="8">Self-assessment by Members of Board of Directors</td> <td data-bbox="1043 651 1272 762">Members of the board</td> <td data-bbox="1272 651 1415 762">Self-assessment rating</td> <td data-bbox="1415 651 1760 1214" rowspan="8">Each director completes continuing education for no less than 6 hours each year.</td> </tr> <tr> <td data-bbox="1043 762 1272 815">Lin Mu-Ho</td> <td data-bbox="1272 762 1415 815">A++</td> </tr> <tr> <td data-bbox="1043 815 1272 868">Lin Feng-Jan</td> <td data-bbox="1272 815 1415 868">A++</td> </tr> <tr> <td data-bbox="1043 868 1272 920">Lo Chih-Chi</td> <td data-bbox="1272 868 1415 920">A++</td> </tr> <tr> <td data-bbox="1043 920 1272 973">Chen Hsiao-Chun</td> <td data-bbox="1272 920 1415 973">A+</td> </tr> <tr> <td data-bbox="1043 973 1272 1026">Chen Hung-Chang</td> <td data-bbox="1272 973 1415 1026">A++</td> </tr> <tr> <td data-bbox="1043 1026 1272 1078">Chou Liang-Chen</td> <td data-bbox="1272 1026 1415 1078">A++</td> </tr> <tr> <td data-bbox="1043 1078 1272 1214">Chen Chien-Tsun</td> <td data-bbox="1272 1078 1415 1214">A++</td> </tr> <tr> <td data-bbox="757 1214 1043 1401">Overall performance appraisal on the Board of Directors</td> <td colspan="2" data-bbox="1043 1214 1415 1401">A+</td> <td data-bbox="1415 1214 1760 1401">Each director is encouraged to complete continuing education for no less than 6 hours each year.</td> </tr> <tr> <td data-bbox="757 1401 1043 1436">Performance</td> <td colspan="2" data-bbox="1043 1401 1415 1436">A++</td> <td data-bbox="1415 1401 1760 1436">Remuneration to</td> </tr> </tbody> </table>	Item	Result		Corrective action plan	Self-assessment by Members of Board of Directors	Members of the board	Self-assessment rating	Each director completes continuing education for no less than 6 hours each year.	Lin Mu-Ho	A++	Lin Feng-Jan	A++	Lo Chih-Chi	A++	Chen Hsiao-Chun	A+	Chen Hung-Chang	A++	Chou Liang-Chen	A++	Chen Chien-Tsun	A++	Overall performance appraisal on the Board of Directors	A+		Each director is encouraged to complete continuing education for no less than 6 hours each year.	Performance	A++		Remuneration to	
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Assessment criteria	Status (Note)			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies	
(IV) Are external auditors' independence assessed on a regular basis?	Yes	No	Summary		
	appraisal on Remuneration Committee		employees and directors is allocated based on employees' and directors' personal performance.		
	Performance evaluation on Audit Committee	A++	Auditor-reviewed Q1, Q2, and Q3 financial statements are first presented for Audit Committee's review and subsequently raised for board of directors' resolution.		
	V		(IV) After conducting an assessment based on the CPA Independence Assessment Standards Table, the independence statement provided by the CPA, and the Audit Quality Indicators (AQIs), it was confirmed that the CPA and the Company have no other financial interests or business relationships other than the fees for the certification and tax cases, and that the CPA's family members do not violate the independence requirements. In addition, with reference to the AQI indicator information, it was confirmed that the CPA and the firm have better audit experience and training hours than the industry average, and has continued to introduce digital audit tools in the past three years to improve the audit quality. In addition, the interaction between the CPA and the management and the internal audit supervisor and		

Assessment criteria	Status (Note)		Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	<p style="text-align: center;">Summary</p> <p>other indicators are taken into consideration as the basis for the annual assessment of the suitability of the CPAs. Therefore, the CPAs of the Company all meet the requirements of independence and suitability, and have been submitted to the Board of Directors for approval on November 6, 2024.</p> <p>The independent auditors have been instructed to recuse themselves from tasks that pose direct or indirect conflicts with their own interests. Rotation of auditors within the accounting firm is also subject to comply with certain rules.</p> <p>Evaluation of the External Auditor's Independence:</p>

Assessment criteria	Status (Note)		Summary	Assessment result	Compliance of independence	Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No				
			Assessment criteria			
			1. Whether the external auditor has a direct or material indirect financial interest in the Company.	No	Yes	
			2. Whether the external auditor has provided or received loans or guarantee to or from the Company or the Company's directors.	No	Yes	
			3. Whether the external auditor has a close business relationship or entered into a potential employment negotiations with the Company.	No	Yes	
			4. Whether the external auditor or a member of the assurance team is or has been a director or a manager of the Company, or employed by the Company in a position to exert significant influence over the subject matter of the engagement within the last two years.	No	Yes	
			5. Whether the external auditor has provided the Company the non-assurance service that would affects directly a material item of the assurance engagement.	No	Yes	
			6. Whether the external auditor has promoted or brokered the Company's shares or other securities issued by the Company.	No	Yes	
			7. Whether the external auditor has acted as a coordinator or an advocate on behalf of the Company in litigation or disputes with third parties.	No	Yes	
			8. Whether the external auditor has a close or immediate family member who is a director or manager of the Company or an employee who is in a position to exert significant influence over the subject matter of the engagement.	No	Yes	

Assessment criteria	Status (Note)		Summary	Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No		
IV. Has the TWSE/TPEX listed company allocated adequate number of competent corporate governance staff and appointed a corporate governance officer to oversee corporate governance affairs (including but not limited to providing directors/supervisors with the information needed to perform their duties, assisting directors/supervisors with compliance issues, convention of board meetings and shareholder meetings, and preparation of board/shareholder meeting minutes)?	V		<p>On May 3, 2023, the Company's Board of Directors approved the appointment of Special Assistant Huang Shih-Chieh as the chief corporate governance officer. Huang Shih-Chieh has more than three years' experience in the management of finance, meeting and shareholders services of public companies. The Chief Corporate Governance Officer is responsible for handling matters related to the Board of Directors and Shareholders' Meetings in accordance with the law, preparing minutes of the Board of Directors and Shareholders' Meetings, assisting directors in their assumption of office and continuing education, provide directors with the information needed to perform their duties, assist directors in complying with laws and regulations, and report to the Board of Directors on their review results of independent directors' qualifications in compliance with relevant laws and regulations at the time of nomination, election, and during the term of office, and handle matters related to transfer of directors.</p> <p>The status of duties performed by the chief corporate governance officer of the Company in 2024 is stated as follows:</p> <ol style="list-style-type: none"> 1. Establishment of a suitable corporate governance framework that promotes board independence, information transparency, compliance, and internal audit/control. 2. Consulting directors and outlining meeting proceedings prior to board meetings, issuing meeting advice to all directors at least 7 days in advance, and providing them with adequate information about the agendas being discussed. Where the agenda concerns the personal interest of a particular director, the concerned party will be reminded to avoid involvement in advance. 3. Setting the date for annual shareholder meetings in accordance with law; preparing meeting advice, conference handbook, and minutes before the 	Consistent with Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies

Assessment criteria	Status (Note)			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies								
	Yes	No	Summary									
			<p>statutory due date; and making proper registrations after director election or after amendments are made to the Articles of Incorporation.</p> <p>4. Conduct annual performance appraisal on the Board of Directors, members of the Board of Directors, Remuneration Committee and Audit Committee.</p> <p>5. The Company's CPAs are required to report and explain to the independent directors every year on the annual financial and profit and loss status, overall operation status, and internal control audit status.</p> <p>6. Strengthen the promotion and execution of the Company's revised terms of the evaluation.</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 (including but not limited to shareholders, employees, customers and suppliers)?	V		<p>A stakeholders section has been created on the Company's website. Shareholders, employees, customers, suppliers and anyone in need to discuss corporate responsibility issues may have their queries addressed in a proper manner by the spokesperson, human resource department, business unit, or procurement unit. In order to ensure the fulfillment of various major issues and achievement of targets, the CSR organizes the discussion about economic, social and environmental issues periodically. The related results and information are reported to the Board of Directors each year. Communication with stakeholders and details of reports made in 2024 are stated below:</p>	Consistent with Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies								
			<table border="1"> <thead> <tr> <th>Stakeholders</th> <th>Concerned issues</th> <th>Communication channel/frequency</th> <th>Contact window/response</th> </tr> </thead> <tbody> <tr> <td>Employees</td> <td>Overview of Operations Employment relationship Health and safety</td> <td>Labor-employment meeting (periodic) Employees' suggestion box (from time to time) Intranet and Internet</td> <td>Contact window for employees - Lai Hsin-Lun Email - hr_tpe@tw.uneec.com</td> </tr> </tbody> </table>	Stakeholders	Concerned issues	Communication channel/frequency	Contact window/response	Employees	Overview of Operations Employment relationship Health and safety	Labor-employment meeting (periodic) Employees' suggestion box (from time to time) Intranet and Internet	Contact window for employees - Lai Hsin-Lun Email - hr_tpe@tw.uneec.com	
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Assessment criteria	Status (Note)				Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary		
			Talent cultivation and training	(periodic) Employee Welfare Committee (periodic)	
			Shareholders Industrial outlook Profitability Corporate Governance Transparency of Information Disclosure	Corporate Website (from time to time) General Shareholders' Meeting Institutional Investors Conference (from time to time) Important news released by Market Observation Post System (periodic)	Investor relations contact window - Chuang Chia-Ying Email - invest@tw.uneec.com
			Customers Business review Customer satisfaction survey Customer audit Product and social responsibility	Customer audit (from time to time) Customer satisfaction survey (periodic) Customer quarterly business review meeting (periodic)	Contact person for business - Wu Jui-Chuan E-mail - sAles@tw.uneec.com
			Suppliers Working environment and sanitation Technological capabilities Economic performance Supplier Management	Complaint box (from time to time) Supplier audit (periodic) Supplier management system (periodic)	Supplier contact window - Liao Shu-Hsien Email - vender@tw.uneec.com

Assessment criteria	Status (Note)				Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies		
	Yes	No	Summary				
			Community	Innovative R&D Customer relationship management Corporate Governance Code of Conduct	Charity involvements (unscheduled)/volunteers (unscheduled)/Welfare Committee (unscheduled)	Contact window for community - Lai Hsin-Lun Email - hr_tpe@tw.uneec.com	
VI. Does the company engage a share administration agency to handle shareholder meeting affairs?	V		The Company has commissioned Chinatrust Bank as the share administration agency, which is responsible for handling shareholder meeting affairs.			Consistent with Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies	
VII. Information disclosure (I) Has the company established a website that discloses financial, business, and corporate governance-related information?	V		(I) The Company has created a website to disclose financial, business and corporate governance-related information.			Consistent with Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies	
(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)?	V		(II) The Company has a spokesperson system in place; documents and recordings of every investor seminar are uploaded onto the website.				

Assessment criteria	Status (Note)		Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No V	
(III) Whether the Company announces and reports the annual financial report within two months at the end of each fiscal year, and the financial report for Q1, Q2, and Q3 and monthly operation overview before the prescribed time limit?		(III) The Company currently does not publish annual financial reports within two months after the end of each fiscal year, but files financial reports for Q1, Q2, and Q3 and discloses monthly operational overviews before due date.	
VIII. Does the company have other information that enables a better understanding of the company's corporate governance practices (including but not limited to employee rights, employee care, investor relations, supplier relations, stakeholders' interests, continuing education of directors/supervisors, implementation of risk management policies and risk measurements, implementation of customer policy, and insuring against liabilities of company directors and supervisors)?	V	<p>1. Employee rights and care: The Company has a retirement policy and a profit-sharing system designed for employees. Employees who provide service over a certain number of years, or reach a certain age, or reach a state no longer deemed capable for the tasks assigned may apply for (or be notified for) retirement. Earnings concluded from year-end closing are partially allocated to employees as bonus according to the Company Act and the Articles of Incorporation.</p> <p>2. Investor relations: The Company has a spokesperson system in place; investors may obtain information for whatever queries they may have through the spokesperson.</p> <p>3. Supplier relations: The Company's suppliers are evaluated on a regular basis. They are assessed based on product delivery, quality and price, and the best supplier is chosen through elimination. As for payments, which is an issue of great concern to suppliers, the Company has measures in place to ensure that payments are made in strict accordance with the agreed terms.</p> <p>4. Stakeholders' interests:</p>	Consistent with Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies

Assessment criteria	Status (Note)		Summary				Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies																																								
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			<p>The Company's directors are highly disciplined, and refrain from voting on any agenda that concern their own interests.</p> <p>5. Directors' and supervisors' continuing education: The Company actively encourages all directors to engage in continuing education. Information regarding their continuing education has been uploaded to the Market Observation Post System.</p> <table border="1"> <thead> <tr> <th>Title</th> <th>Name</th> <th>Course date</th> <th>Organizer</th> <th>Course name</th> <th>Training hours</th> </tr> </thead> <tbody> <tr> <td>Director</td> <td>Lin Mu-Ho</td> <td>2024/10/28</td> <td>Securities & Futures Institute</td> <td>2024 Insider Trading Prevention Presentation Conference</td> <td>3.0</td> </tr> <tr> <td>Director</td> <td>Lin Feng-Jan</td> <td>2024/11/12</td> <td>Taiwan Corporate Governance Association</td> <td>In the AI era, enterprises need innovative thinking for growth</td> <td>3.0</td> </tr> <tr> <td rowspan="5">Director</td> <td rowspan="5">Lo Chih-Chi</td> <td>2024/12/19</td> <td>Economic Daily News</td> <td>Economic Investment Outlook Forum - Smart Victory for 2025</td> <td>6.0</td> </tr> <tr> <td>2024/11/27</td> <td>Economic Daily News</td> <td>2024 Industry Strategic Summit Forum - AI Drives Low Carbonization and Intelligence Industry</td> <td>6.0</td> </tr> <tr> <td>2024/11/20</td> <td>Economic Daily News</td> <td>2024 Technology Forum AI Empowerment - Driving Industry Intelligence Upgrade</td> <td>6.0</td> </tr> <tr> <td>2024/11/15</td> <td>Economic Daily News</td> <td>2024 Master Forum - Dr. Roubini's Outlook on Economic Trends</td> <td>6.0</td> </tr> <tr> <td>2024/09/30</td> <td>Taiwan Institute of Directors</td> <td>Intelligent leadership: Creating a new pattern of AI governance</td> <td>3.0</td> </tr> </tbody> </table>				Title	Name	Course date	Organizer	Course name	Training hours	Director	Lin Mu-Ho	2024/10/28	Securities & Futures Institute	2024 Insider Trading Prevention Presentation Conference	3.0	Director	Lin Feng-Jan	2024/11/12	Taiwan Corporate Governance Association	In the AI era, enterprises need innovative thinking for growth	3.0	Director	Lo Chih-Chi	2024/12/19	Economic Daily News	Economic Investment Outlook Forum - Smart Victory for 2025	6.0	2024/11/27	Economic Daily News	2024 Industry Strategic Summit Forum - AI Drives Low Carbonization and Intelligence Industry	6.0	2024/11/20	Economic Daily News	2024 Technology Forum AI Empowerment - Driving Industry Intelligence Upgrade	6.0	2024/11/15	Economic Daily News	2024 Master Forum - Dr. Roubini's Outlook on Economic Trends	6.0	2024/09/30	Taiwan Institute of Directors	Intelligent leadership: Creating a new pattern of AI governance	3.0	
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	Yes	No	Summary					
					2024/09/12	KPMG	Interpretation of Latest News and Regulations	3.0
					2024/04/24	KPMG	Unlocking new tax thinking - Understanding BEPS2.0 global minimum tax system and digital tools	3.0
					2024/04/10	Taiwan Institute of Directors	Steering the course of corporate wisdom - Corporate governance leads the way forward	3.0
					2024/03/27	Economic Daily News	2024 Taiwan Business Leaders Key Trends Forum	3.0
					2024/03/14	KPMG	Analysis of the latest laws in the first quarter	3.0
					2024/03/13	KPMG	Seminar on Net Zero Emissions and Green Electricity Procurement Management	3.0
			Director	Chen Hsiao-Chun	2024/10/18	Securities & Futures Institute	2024 Insider Trading Prevention Presentation Conference	3.0
			Independent Director	Chen Chien-Tsun	2024/09/13	Taiwan CPA Association, R.O.C	Practical discussion on the model of internal control and audit system for accountants to prevent money laundering and combat terrorist financing	3.0
					2024/08/21	Taiwan CPA Association, R.O.C	2024 Low-carbon and Smart Infrastructure Transformation Case Subsidy for Managed Factories	3.0
					2024/08/09	Taiwan CPA Association, R.O.C	2024 Business Investment Briefing Session of the Investment Review Division of	3.0

Assessment criteria	Status (Note)						Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies	
	Yes	No	Summary					
						the Ministry of Economic Affairs		
				2024/03/28	Taiwan CPA Association, R.O.C	Key Points and Queries on Business Income Tax Filing	7.0	
			Independent Director	Chen Hung-Chang	2024/06/18	The Institute of Internal Auditors, R.O.C	New challenges for internal auditors - Analysis of sustainable information disclosure and management policies and related audit points	6.0
			Independent Director	Chou Liang-Chen	2024/06/27	Taiwan Securities Association	New Securities Crime and Market Manipulation "Corporate Governance"	3.0
					2024/05/14	Taiwan Corporate Governance Association	Better, faster and more valuable - Green supply chain optimization and e-maturity	3.0
			<p>6. Risk management policies and risk assessment standards: The Company has internal control systems in place for various activities, and an internal audit unit that conducts strict audits on a monthly basis. Any defects found during audit will be followed up closely for improvement. Both the procurement and business functions choose their suppliers and customers in a stringent manner, and carry out the Company's business activities in the utmost integrity and fairness.</p> <p>7. Customer policy: The Company grants its customers more favorable credit terms as relationship</p>					

Assessment criteria	Status (Note)		Summary				Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies												
	Yes	No																	
			<p>progresses. Accounts receivables are monitored regularly, while collection experience is shared with peers to obtain up-to-date information on customers' financial position.</p> <p>8. Liability insurance for directors:</p> <table border="1"> <thead> <tr> <th>Insured parties</th> <th>Insurance company</th> <th>Sum assured (US\$)</th> <th>Period of coverage (start/end)</th> <th>Status of coverage</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>All directors</td> <td>Fubon Insurance Co., Ltd.</td> <td>10,000,000</td> <td>From June 16, 2024 To June 16, 2025</td> <td>Renewal coverage</td> <td></td> </tr> </tbody> </table>				Insured parties	Insurance company	Sum assured (US\$)	Period of coverage (start/end)	Status of coverage	Remarks	All directors	Fubon Insurance Co., Ltd.	10,000,000	From June 16, 2024 To June 16, 2025	Renewal coverage		
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All directors	Fubon Insurance Co., Ltd.	10,000,000	From June 16, 2024 To June 16, 2025	Renewal coverage															
<p>IX. Please explain the improvements made, based on the latest Corporate Governance Evaluation results published by TWSE Corporate Governance Center, and propose enhancement measures for any issues that are yet to be rectified: (Not applicable as the Company is not one of the evaluated subjects)</p> <ul style="list-style-type: none"> • Prepare the sustainability report and submit it to the Board of Directors for approval. • Formulate energy management policies and estimate the impact of climate change on the Company's financial operations. • Disclose the remuneration to directors and managers and link it to ESG-related performance evaluation. • Scope1, 2, 3 of greenhouse gas emissions were disclosed. • The Company values the diversity of its board members in addition to professional capacity and independence. The Company has set goals to increase independent director seats to more than 50% of the board, and plans to add one independent director seat in the future. In terms of gender equality, female directors currently account for 29% of the board, and the Company plans to increase the percentage of female directors to more than 40% in the future. 																			

Note: Always provide explanation in the summary description column, regardless of whether there are any deviations from the best practice principles.

(IV) Composition, responsibilities, and functionality of the Remuneration Committee:

1. Remuneration Committee members

Identity (Note 1)	Criteria	Professional qualification and experience (Note 2)	Independence criteria (Note 3)	Number of other public companies in which concurrently serves as Remuneration Committee member
	Name			
Independent Director	Chen Hung-Chang (convener)	Please see Page 8 - "A. Directors' expertise and independent directors' independence"		None
Independent Director	Chen Chien-Tsun			None
Independent Director	Chou Liang-Chen			2

Note 1: Years of work experience, professional qualification, and independence of each Remuneration Committee member are explained in the chart. For members who are also independent directors, references have been made to Attachment 1 - Directors' and Supervisors' Background (I) on page __. In the Identity field, each member is specified either as independent director or other (with additional remark for the role of convener).

Note 2: Professional qualification and experience: Professional qualification and experience for each member of the Remuneration Committee is explained.

Note 3: Compliance of independence: Independence of Remuneration Committee members is evaluated using several criteria including but not limited to: whether they or their spouse or 2nd-degree relatives or closer serve as director, supervisor, or employee in the Company or any of its related businesses; the number and percentage of Company shares held in their own names or names of spouse, 2nd-degree relative or closer (or proxy shareholder); whether they serve as director, supervisor, or employee in any entity that has certain relationship with the Company (refer to Subparagraphs 5-8, Paragraph 1, Article 6 of Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange); and the amount of compensation received in the last two years for providing commercial, legal, financial, accounting or other professional services to the Company and its related businesses.

Note 4: For method of disclosure, please refer to the best practice examples presented on the website of Taiwan Stock Exchange Corporate Governance Center.

2. Duties of the Remuneration Committee

- (1) Review the articles of association for Remuneration Committee periodically and propose the suggestions about amendments thereto.
- (2) Stipulate and review regularly the criteria for performance appraisal on the Company's directors, supervisors and managers, the Company's annual and long-term performance targets, and compensation policies, systems, standards and structures.
- (3) Review the achievement of performance targets by the Company's directors, supervisors and managers periodically, and stipulate the contents and amount of the remuneration to individual directors, supervisors and managers based on the assessment result generated in accordance with the criteria for performance appraisal.

3. Functionality of the Remuneration Committee

- (1) The Company's Remuneration Committee consists of 3 members.
- (2) The members of the Remuneration Committee were re-elected on July 12, 2023. The term of office of the current members is from July 12, 2023 to June 15, 2026. From 2024 to 2025, as of the date of publication of the annual report, the Remuneration Committee held 6 meetings (A). The

qualifications and attendance of the members were as follows:

Title	Name	Actual attendance (B)	Attendance by proxy	Percentage of actual attendance (%) (B/A)(Note)	Remarks
Convener	Chen Hung-Chang	6	0	100%	
Committee member	Chen Chien-Tsun	6	0	100%	
Committee member	Chou Liang-Chen	6	0	100%	
Other remarks:					
<p>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.</p> <p>II. Should any committee 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.</p>					

Note: (1) Date of resignation is shown for members of the Remuneration Committee who had resigned prior to the close of the financial year. The percentage of actual attendance (%) is calculated based on the number of Remuneration Committee meetings held and the number of meetings actually attended during active duty.

(2) If a re-election of Remuneration Committee members had taken place prior to the close of the financial year, members of both the previous and the current Remuneration Committee will be listed; in which case, the remarks column will specify whether the committee member was elected in the previous board, the new board, or both. The percentage of actual attendance (%) is calculated based on the number of Remuneration Committee meetings held and the number of meetings actually attended during active duty.

(3) Discussions and resolutions of the Remuneration Committee, and the Company's response to committee members' opinions:

All motions raised for discussion by the Remuneration Committee in 2024 and 2025 up to the date of publication of the annual report were passed without alternative opinion.

Date of Remuneration Committee Meeting	Motion	Resolution	The Company's response to the Remuneration Committee's opinions
2024/01/24	1. Review of 2023 year-end bonus allocation principles for managers. 2. Transfer of the Company's accounting manager.	Passed by all members of the Committee unanimously.	Proposed to the Board of Directors and passed by all present directors unanimously.
2024/03/13	1. Review of the amount and method of allocation for the 2023 employee/director remuneration.	Passed by all members of the Committee unanimously.	Proposed to the Board of Directors and passed by all present directors unanimously.

Date of Remuneration Committee Meeting	Motion	Resolution	The Company's response to the Remuneration Committee's opinions
	2. Change of functions and remuneration of managers.		
2024/05/03	Appointment of the Company's chief corporate governance officer.	Passed by all members of the Committee unanimously.	Proposed to the Board of Directors and passed by all present directors unanimously.
2024/11/06	Motion for managers' salary adjustment	Passed by all members of the Committee unanimously.	Proposed to the Board of Directors and passed by all present directors unanimously.
2025/01/15	Review of 2024 year-end bonus allocation principles for managers.	Passed by all members of the Committee unanimously.	Proposed to the Board of Directors and passed by all present directors unanimously.
2025/03/13	Review of the amount and method of allocation for the 2024 employee/director remuneration.	Passed by all members of the Committee unanimously.	Proposed to the Board of Directors and passed by all present directors unanimously.

(V) Sustainable development practices; deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and reasons thereof:

Projects	Execution (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
I. Has the Company implemented a governance framework that supports sustainable development, and designated a unit that specializes (or is involved) in the promotion of sustainable development? Is the unit empowered by the board of directors and run by senior management, and how does the board supervise progress?	V		<p>The Company established its Sustainable Development Code of Conduct on March 30, 2022 and assembled a Sustainable Development Team comprising personnel from different departments. The Group President serves as the convener, and the Team is divided into 4 sub-teams: labor and human rights, health and safety, environmental protection, and professional ethics. Each department is audited and performance results are reported monthly based on human rights, environmental protection, ethics, public welfare, and employee health and safety. Each team will compile sustainable development-related strategies, management policies, and promotion plans on a regular basis each year and submit them to the Board of Directors on November 6, 2024. The Board of Directors also approved the addition of internal control procedures for the management of sustainable information.</p> <p>Sustainable development is the concept that businesses should do more than just maximizing profits and shareholder value, but also bear responsibilities to stakeholders such as workers, consumers, the environment, and the community. One of the core principles is to protect the rightful interests of workers, which broadly covers issues concerning non-discrimination, prohibition of child labor, prohibition of forced labor, and workplace safety and health.</p> <ol style="list-style-type: none"> 1. Provide work and living conditions that are safe and healthy. 2. Offer legal compensations and benefits that meet employees' 	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies

Projects	Execution (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>basic requirements.</p> <p>3. Enhance corporate governance to maximize shareholder value</p> <p>4. Respect intellectual property rights and engage in trades with integrity and fairness</p> <p>5. Adopt energy and carbon reduction measures to lessen impact on the environment.</p> <p>The Company's Board of Directors obtains sustainability reports on a regular basis, and the management must propose the Company's future vision and strategy to the Board of Directors. The Board of Directors evaluates and urges the management team to conduct rolling reviews and adjustments. No major abnormalities occurred in 2024.</p>	
II. Has the Company conducted risk assessment on environmental, social, and corporate governance issues that are relevant to its operations, and implemented risk management policies or strategies based on principles of materiality? (Note 2)	V		<p>In response to the global major economic, social and environmental risks, the Company establishes the systematic risk response policies and procedures in accordance with the risk management guidelines and guidance. In order to perform the Company's risk identification operations, the product R&D, manufacturing and sales units, and the finance, legal affairs, HR, information center and environmental safety management units, annually review the scenario in terms of the corporate sustainability, including the financial elements, such as market and liquidity risks, and non-financial risks, e.g., Compliance, information security, climate and environmental protection, and social issues, in order to seek the opportunity to respond to the risks. Outside the organization, the risk management is primarily focused on the product competition and market strategies, while the risk management inside the organization is focused on the</p>	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies

Projects	Execution (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>information security management and compliance. As the management focus on the overall strategies, the Company promotes the competitiveness through differentiation of products and high-quality technology and thereby creates the financial effects for the Company successfully. Internally, the Company performs the drill to respond to the business interruption caused by the climate risk laws & regulations, and impact rendered by the information security, to enhance and well-found vulnerable internal system frameworks and improve the resilience of corporate sustainability.</p> <p>(1) Environmental issues: In order to improve the environmental protection constitution, the Company adopts the policies including green innovation, energy saving and carbon reduction, and expansion of the inspection on greenhouse gas and paperless & recycling. The Company wishes to make some contribution to the land it loves so deeply. Further, the Company constantly encourages employees to adopt vegetarian diet, take staircase instead of elevator, save water, turn off lights where appropriate, and sort garbage. All lighting equipment has been replaced with LED and various actions are being taken to improve overall competitiveness. These practices are estimated to reduce CO₂ emission by approximately 20,000 kg per year. On the basis of corporate sustainability, the Company continues to work with stakeholders including employees, customers, suppliers, shareholders, government agencies, and competent authorities toward creating economic, environmental, social, and</p>	

Projects	Execution (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>sustainability values.</p> <p>(2) Social issues: The Company has complied with local labor laws and international frameworks, and follows “UN Universal Declaration of Human Rights,” “UN International Labour Organization,” “UN Guiding Principles on Business and Human Rights,” as well as principles of International Bills of Human Rights. It also respects globally recognized basic human rights, and enforces them with measures of diversity, inclusion, equal opportunity, reasonable working hours, healthy and safe working environment, freedom of association, collective bargaining, and privacy protection. The Company also provides complete and sound welfare policies and safe working environments in the hope of providing protection and ensuring work-life balance for every employee. No employment dispute had arisen in 2024.</p> <p>(3) corporate governance issues: The Company continues to enhance its corporate governance by deepening the governance cultures, practicing the directors’ functions effectively, promoting shareholders’ activism, improving the quality of information disclosure and enhancing legal compliance. The Company has implemented relevant policies and guidelines to be followed by employees, including Integrity Code of Conduct and rules against illegal and unethical conduct.</p> <p>There had been no significant abnormality with regards to the identification of environmental, social, and governance issues,</p>	

Projects	Execution (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			risk assessment process, outcome, and risk management policies and strategies within Chenming Group (including subsidiaries) in 2024.	
<p>III. Environmental issues</p> <p>(I) Has the Company developed an appropriate environmental management system, given its distinctive characteristics?</p>	V		<p>(I) The Group's operating systems and processes have passed multiple international standard certifications including ISO 9001, ISO 14001, ISO 45001, ISO 13485, TS-16949, OHSAS 18001, etc. In recent years, the Group has promoted the EICC Electronic Industry Standards, which regulate labor rights, labor safety, environmental protection, etc. in accordance with relevant standards, and focuses on the establishment of relationships between managers and employees and between managers and customers.</p>	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
<p>(II) Is the Company committed to making efficient use of energy, and using renewable materials that produce less impact on the environment?</p>	V		<p>(II) The Company is dedicated to solving problems at the source. The office premises adopt the high-efficiency LED lighting equipment with power-saving logo. The air conditioning and lighting equipment are equipped with controllers additionally. The automatic switch on/off is set for the routine work and lunch break. The factory premises adopt the policies to recycle packing materials and re-use the waste materials. The office premises implement the garbage sorting to upgrade the recycling efficiency, thereby resulting in reduction of raw material input and waste output, and minimization of its impact on the environment.</p> <p>The Company purchased 148,662 kWh green electricity for Zhongli Plant in 2024, in order to reduce the carbon emissions of product power consumption and also help</p>	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies

Projects	Execution (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies			
	Yes	No	Summary				
			<p>increase the export sales of products.</p> <p>The Company purchased 16,488,080 kWh green electricity for Dongguan Plant in 2024, in order to reduce the carbon emissions of product power consumption and also help increase the export sales of products.</p> <p>The Company purchased 7,500,000 kWh green electricity for Ningbo Plant in 2024, in order to reduce the carbon emissions of product power consumption and also help increase the export sales of products.</p> <p>In 2024, the Company purchased 91,999 KWH of green electricity for its headquarters in Taipei, which can reduce the carbon emissions from product electricity consumption and help increase product exports.</p>				
(III) Does the Company assess potential risks and opportunities associated with climate change, and undertake measures in response to climate issues?	V		<p>(III) Impacts of rising temperature and climate change have been more apparent than ever, and the Company is well-aware of the challenges presented to the environment as well as issues concerning energy shortage. More pro-active efforts will be taken towards environmental protection, and practices such as green innovation, energy conservation, carbon reduction, greenhouse gas survey, paperless process, and resource recycling will be adopted as a contribution to the local environment.</p> <table border="1" data-bbox="869 1230 1709 1345"> <tr> <td>Risks of climate change</td> <td>Extreme weathers such as Typhoon, flood, and drought</td> <td>Rise in GHG emission cost</td> </tr> </table>	Risks of climate change	Extreme weathers such as Typhoon, flood, and drought	Rise in GHG emission cost	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
Risks of climate change	Extreme weathers such as Typhoon, flood, and drought	Rise in GHG emission cost					

Projects	Execution (Note 1)				Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary		
			<p>Risk impacts</p> <p>Reduction or disruption of production capacity, impairment or replacement of assets</p>	<p>Increase in operating cost</p>	
			<p>Opportunities of climate change</p> <p>Improved response to extreme weathers</p>	<p>Improvement of energy efficiency</p>	<p>Use of low-carbon energy sources</p>
			<p>Effects of opportunities</p> <p>Reduced loss of capacity and materials</p>	<p>Reduced operating costs</p>	<p>Reduced GHG emission</p>
			<p>Explanation</p> <p>Chenming's manufacturing plant is located in the coastal area, which may lead to reduced or interrupted production capacity, interruption of product transportation, etc. By strengthening the</p>	<p>Chenming improves energy efficiency and uses clean energy</p> <p>This measure will reduce operating costs.</p>	

Projects	Execution (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies								
	Yes	No	Summary									
			<table border="1"> <tr> <td></td> <td>response to extreme weather events, it will be able to reduce risks and continue operations.</td> <td></td> <td></td> </tr> <tr> <td>Response measures</td> <td>Chenming has made emergency response plans and preparations to mitigate risks of extreme weathers.</td> <td>Develop plans to reduce greenhouse gas emissions and replace equipment with inefficient energy use.</td> <td>Chenming has installed solar photovoltaic power generation equipment, and the green electricity usage reached 17.28 million kWh in 2024.</td> </tr> </table> <p>For details on the Company's commitments to climate change, please refer to the corporate sustainability report.</p> <p>Chenming is dedicated to protecting the environment and is constantly exploring ways to reduce energy, carbon, paper, greenhouse gas, and operating costs as part of its corporate social responsibilities. The Company's efforts in this respect revolve around three main objectives: "voluntary carbon reduction," "climate change disclosure," and</p>		response to extreme weather events, it will be able to reduce risks and continue operations.			Response measures	Chenming has made emergency response plans and preparations to mitigate risks of extreme weathers.	Develop plans to reduce greenhouse gas emissions and replace equipment with inefficient energy use.	Chenming has installed solar photovoltaic power generation equipment, and the green electricity usage reached 17.28 million kWh in 2024.	
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Projects	Execution (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>"climate policy engagement."</p> <p>In the future, the Company will keep upholding the spirit as an entrepreneur to pursue customers' satisfaction and upgrade its overall competitiveness actively. On the basis of corporate sustainability, the Company continues to work with the stakeholders including its employees, customers, suppliers and shareholders, governments and competent authorities to aim at creation of the sustainable economic, environmental and social value.</p>	
(IV) Does the Company maintain statistics on greenhouse gas emission, water usage, and total waste volume in the last two years, and implement policies aimed at reducing greenhouse gas, water, and waste?	V		<p>(IV) The Company has energy conservation and resource management procedures in place. It constantly encourages employees to adopt vegetarian diet, take staircase instead of elevator, save water, turn off lights where appropriate, and sort garbage. All lighting equipment has been replaced with LED.</p> <p>The Company calculates CO2 emission using the guidelines provided on the environmental protection website of the industrial park. In 2023, the Company emitted 288,805.24kg of CO₂ from energy consumption, 110,459.12kg from transportation, 364,666.75kg from the workplace, 0kg from entertainment, 33,748.62kg from appliances, and 177,312.10kg from other categories. Total CO₂ emission was calculated at 974,991.82kg, water consumption totaled 1,223 cubic meters, and domestic waste totaled 3,600kg in 2023.</p> <p>In 2024, the Company emitted 266,017.25kg of CO₂ from</p>	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies

Projects	Execution (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>energy consumption, 110,563.86kg from transportation, 237,078.00kg from the workplace, 0kg from entertainment, 35,064.14kg from appliances, and 86,041.58kg from other categories. Total CO₂ emission was calculated at 734,763.84kg, water consumption totaled 1,174 cubic meters, and domestic waste totaled 3,300kg in 2024.</p> <p>In 2025, the Company plans to reduce carbon emissions by 1.2%, water consumption by 1% and domestic waste by 1.2% while maintaining the same unit output value. Outcomes of the Company's energy and carbon reduction measures undertaken in response to greenhouse gas:</p> <ol style="list-style-type: none"> (1) Indoor office temperature was set at 26-28 degrees Celsius to lessen the use of air conditioning, while replacement of lighting equipment with LED and energy-efficient variants continued since 2018. These measures reduced CO₂ emission by approximately 20,000kg per year. (2) Recycling and re-use of paper helped reduce the overall volume of waste, and 80% of which can be processed into reclaimed paper. The Company recycles approximately 600kg of paper each year. (3) The Company introduced online document approval (Web version) since 2019 to improve paperless operations. We use e-mail to notify online document approval (10 items were introduced in 2019, 14 items 	

Projects	Execution (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			were introduced in 2020, 11 items were introduced in 2021, 5 items were introduced in 2022, 2 items were introduced in 2023, and 6 items were introduced in 2024) to improve the efficiency of the work process and reduce the use of paper.	
<p>IV. Social issues</p> <p>(I) Has the company developed its policies and procedures in accordance with laws and International Bill of Human Rights?</p>	V		<p>(I) The Company has complied with local labor laws and international frameworks, and follows “UN Universal Declaration of Human Rights,” “UN International Labour Organization,” “UN Guiding Principles on Business and Human Rights,” as well as principles of International Bills of Human Rights. It also respects globally recognized basic human rights, and enforces them with measures of diversity, inclusion, equal opportunity, reasonable working hours, healthy and safe working environment, freedom of association, collective bargaining, and privacy protection. In order to protect employees’ important rights, we have also developed the employee code of conduct in the Work Rules to make every employee understand, acknowledge and commit to the Rules since their first day in the Company.</p> <p>Concerns about human rights, and practices thereof:</p> <p>1. The affected subjects in the respectful and safe working environment projects refer to the whole employees, including 0 employee exposed to high risk. The specific practices include:</p> <p>A. Renovation of the office, pantry and conference room</p>	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies

Projects	Execution (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>to provide a comfortable and spacious work environment, and thereby achieve the goal of "providing dignified and safe work environment." Additionally, the Company has already erected the private and secret breastfeeding room voluntarily per the government's requirement, so that the relevant workers may take care of their family and work at the same time after being in labor.</p> <p>B. The Company arranges annual employee health checkups according to Article 15 of "Worker Health Protection Rules" of the Ministry of Labor to track employees' health conditions. Furthermore, the Company provides health-related information through website and various forms of seminar.</p> <p>C. The Company encourages employees to participate in sexual harassment prevention seminars, and has "Sexual Harassment Prevention" guidelines established in the "Work Rules" to protect employees, maintain gender-equal opportunities, and provide a work environment free of sexual harassment.</p> <p>2. With respect to eliminating discrimination and ensuring equal work opportunities, the Company has implemented employment procedures that aimed to eliminate discrimination at as early as the recruitment stage, and no employee was susceptible to high risk in this respect. The scope of practices taken included:</p> <p>A. Ensuring compliance with local employment</p>	

Projects	Execution (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>regulation, international standards, and EICC, and enforcement of internal policies.</p> <p>B. Implementing and enforcing internal control procedures, and adding a non-discrimination principle to Article 7, Chapter 2 of the Company's "Work Rules" that prohibits discrimination against job seekers and employees for their race, social status, language, thoughts, religion, political association, origin, place of birth, gender, sexual preference, age, marital status, appearance, physical/mental disability, or union association.</p> <p>3. In the project for prohibition of child labors, the Company has complied with the relevant employment procedures pursuant to laws at the very beginning, in order to eliminate employment of any child labors. There is 0 employee with high risk. The specific practices include:</p> <p>A. According to Article 58, Chapter 6 of the Company's "Work Rules," use of child labor is prohibited within the organization, and the Company performs checks on all hired employees to ensure that no child labor is recruited.</p> <p>4. No employee was susceptible to high risk with respect to the prohibition of forced labor. The scope of practices taken included:</p> <p>A. Enforcing local employment regulations, international standards, and the Company's "Work</p>	

Projects	Execution (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>Rules." Prior to hiring, the Company ensures that employees have agreed to the employment terms and are providing service willingly free of coercion.</p> <p>5. The affected subjects in the project for helping employees maintain the physical and mental health, and balance between work and life, refer to the whole employees, including 0 employee exposed to high risk. The specific practices include:</p> <p>A. Offering of subsidies that support "maintenance of employees' health and work-life balance," such as: festive cash, birthday cash, travel subsidy, year-end banquet, and year-end bonus.</p> <p>B. The Company provides "menstrual leave," "family care leave," "maternity leave," "paternity leave," "breastfeeding break," and "extended unpaid leave" as a protection for women's rights and to cater for their work, health and family needs.</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?	V		<p>(II) Although the Company has established labor union, the labor union has not yet requested the Company to negotiate a collective agreement, so no collective agreement has been signed. The labor union reviews labor conditions, welfare measures, occupational safety, internal complaint system, labor union organization operations and the use of corporate facilities and other labor-management affairs every year.</p> <p>Chenming is committed to providing comprehensive and sound welfare measures and a safe working environment,</p>	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies

Projects	Execution (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>so that every employee can obtain protection and balance between work and life. Performance evaluation is not only an important basis for management to adjust employee salaries, but also an important tool for the Company to create an excellent career development environment and support employees to achieve their personal goals. Chenming will provide promotion opportunities for employees with outstanding performance, encouraging them not only to demonstrate their personal talents, but also to take the responsibility of leading the team to improve performance and exert greater influence.</p> <p>According to the internal "Employee Evaluation Regulations", the Company conducts performance evaluation once a year. In each evaluation, the Company will have in-depth discussions with employees on the implementation of goals, and use specific behavioral cases to review and improve employee behavior to ensure that it meets the expectations of the Company's vision. In 2024, all employees had completed the annual performance evaluation, and the coverage rate reached 100%.</p> <p>The welfare policies are stated as following:</p> <ol style="list-style-type: none"> 1. Flexible attendance system The Company provides various types of leave and flexible working hours in accordance with the law, allowing some employees to adjust their working hours according to their own circumstances. They can enter the office at 9:30 in the morning at the latest and leave 	

Projects	Execution (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>the office at the same time as the working hours in the evening, so they can have no worries.</p> <p>2. Three major festival bonus (coupon) and subsidy Labor Day, Mid-Autumn Festival and Dragon Boat Festival gift vouchers, and birthday gifts. Marriage cash gift, childbirth cash gift, hospitalization allowance and funeral assistance. Multiple dinner parties and travel allowances. Parking discount.</p> <p>3. Comprehensive insurance In addition to the labor insurance, national health insurance and monthly contribution of pension fund for each employee under laws, the Company also plans the comprehensive group insurance for employees, including life insurance, accidental insurance, medical insurance, and cancer insurance, and also raise the insured value for the colleague who are expatriated overseas and take business trips overseas, in order to increase the overall protection of employees, make their family members relax and help the colleagues work without worry.</p> <p>4. Sound retirement mechanism The Company complies with regulations and has been contributing a sum equal to 6% of employees' monthly salaries into their personal accounts held under the Bureau of Labor Insurance for all employees who came onboard after July 1, 2005 and for existing employees</p>	

Projects	Execution (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>who opted for the new pension scheme introduced by the Labor Pension Fund Act. Employees who are assigned from one related company to another may have years of service carried forward. It is the Company's intention to provide employees with as much protection as possible to facilitate circulation of talents within the group. Overseas subsidiaries adopt the defined contribution pension plan, in which they make monthly contributions to the pension, healthcare and social security systems as required by local governments. The Company's pension plans are as follows:</p> <p>Self-retirement: Workers may apply for retirement if they meet any of the following conditions: (Those who choose to apply for the Labor Pension Act shall be subject to the same provisions)</p> <p>(1) Those who have worked for more than 15 years and are 55 years old or above. (2) Those who have worked for more than 25 years. (3) Those who have worked for more than 10 years and are 60 years old or above.</p> <p>Compulsory retirement: The Company shall not force employees to retire unless any of the following conditions apply:</p> <p>(1) Those who are at least 65 years old. (2) Mentally or physically disabled and unable to perform work.</p>	

Projects	Execution (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>The age limit specified in the first subparagraph of the preceding paragraph may be adjusted upon the approval of the central competent authority for workers who are engaged in dangerous or physically demanding work, but shall not be less than 55 years old.</p> <p>5. Care the colleagues' mental and physical health The Company upholds the core management philosophy that we are family. In order to help the colleagues verify their own physical health condition, the Company organizes the annual health checkup, physical and mental health seminars and various health promotion events periodically to help take care of the employees' physical and mental health.</p> <p>6. Parental leave system Chenming provides a childcare retention system that is superior to the regulations. In 2023, the retention rate was 100%, and in 2024, the retention rate was 90%.</p>	
(III) Does the company provide employees with a safe and healthy work environment? Are employees trained regularly on safety and health issues?	V		<p>1. The Company's Labor Safety Office is dedicated to occupational safety affairs; it arranges annual employee health checkup and conducts fire drills to educate employees on the correct health knowledge and proper response to unexpected incidents. Meanwhile, the Company also offers health educational information on its website and in various forms of trainings. The Company has access control at all entrances that are guarded by securities for employee safety for 24 hours a day.</p> <p>In order to improve the health of employees, the Company's</p>	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies

Projects	Execution (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>management department promotes the prevention and treatment of chronic diseases such as obesity and the three highs (i.e. high blood sugar, high blood lipids, and high blood pressure). Within one month after the Company handles the health check, it will arrange for the doctor at hospital to interview and explain the health check report of the employees (not limited to obesity and three highs and other chronic diseases). The doctor will teach them to understand the secrets of the numbers on the health check report, and through these numbers, they can better understand their own physical condition and change bad living habits to avoid the occurrence of diseases.</p> <p>The Company also promotes vegetarian diets and encourages people to reduce the use of elevators and organizes fitness activities such as weekend hiking trips.</p> <p>2. The Company's electromechanical or firefighting equipment is maintained or repaired annually, quarterly or monthly as required to ensure its best performance at all time. The Company also purchases public liability insurance for additional protection.</p> <p>3. The Company is committed to taking care of its employees and actively giving back to the society. It has fulfilled its corporate social responsibilities and was awarded the 1111 Employment Bank Silver Medal in 2024.</p> <p>4. The number of occupational accidents in 2024 was 0.</p> <p>5. In order to strictly prevent the harm to life and property caused by major accidents, fire drills are held every year in</p>	

Projects	Execution (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>case of emergencies, and emergency response drills are completed 4 times throughout the year to enhance employees' disaster prevention awareness and strengthen escape and self-rescue and mutual rescue skills. In 2024, there was no fire incident and the Company was not penalized for any violation of environmental protection laws and regulations.</p> <p>6. To ensure the safety of employees at work, the Company has not only formulated an "Occupational Safety and Health Management Policy", but also established an EHS (Environment, Health and Safety) organization by the top managers of each operating site. Occupational safety and health personnel at each operating site are managed in accordance with ISO 45001 or equivalent international standards. According to the data of production sites in 2024, the management system covers all employees of all operating sites, with a coverage rate of 100%.</p> <p>7. To ensure the safety of employees and factories and avoid personal injury and property loss, each factory and department complies with government regulations and operating standards and conducts independent inspections; factory safety managers conduct routine audits, incorporate audit results into performance evaluations, and offer bonuses to outstanding managers to encourage personnel to participate in occupational safety management. Audit deficiencies are tracked and improved by auditors to confirm results, 204 hidden dangers have been eliminated, and all employees participate in hidden danger inspections, which provide strong</p>	

Projects	Execution (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>support for the Company's safety management work. In 2024, the total bonus for outstanding CSR managers was \$12,175.</p> <p>8. Each factory area shall regularly entrust a monitoring agency to implement work environment monitoring based on actual work hazard conditions and regulatory requirements, control the hazard factors in the work environment, and make improvements to the work site based on the monitoring results to reduce the occurrence of occupational diseases. For major production factories in China, physical factor monitoring items include noise, illumination, and dust, etc. In addition, some factories have a small number of personnel engaged in high-temperature and radiation operations. In order to prevent employees from being exposed to various hazardous factors at work and causing health hazards, special health inspections are carried out on hazardous workers in accordance with laws and regulations, and health management is implemented in a graded manner according to the results of the health inspections. In 2024, external testing agencies conducted occupational hazard factor inspections at a total of 292 points, including 49 occupational hazard factors such as noise, dust, benzene, high temperature, and laser. Except for some noise and illumination positions that exceeded the standard, the remaining hazard factors all met the exposure limit values, with a pass rate of 86%. For noise levels that exceed the standard, the departments that exceed the standard are required to realign the work hours of their employees, supervise the employees to wear personal labor protection</p>	

Projects	Execution (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>equipment (earplugs or earmuffs), and make engineering improvements to the equipment, such as adding sound insulation protection, to reduce the harm of noise to the body.</p> <p>9. In 2024, employees of the Group worked 6,666,655 hours. The occurrence of occupational injuries and occupational diseases in various regions was shown in the following table. The number of deaths and occupational diseases caused by occupational injuries and occupational diseases this year was 0, the incidence of serious occupational injuries was 0, and the incidence of occupational injuries was 2.85. The types of occupational injuries in Dongguan factory area were mainly crushing and smashing. In order to prevent the harm of machinery to personnel and implement the source management of machinery and equipment, safety protection devices are required to be installed when purchasing machinery, and it is listed as a daily inspection. In the future, we will further standardize occupational health and safety management to achieve the goal of "zero work-related deaths and zero occupational diseases".</p>	
(IV) Has the Company established some effective career development training plan for employees?	V		(IV) Driven by its human resource philosophy of growing with employees, the Company implements the policy of integrating training with actual work practice and develops a complete training system along with a series of training courses that cover everything from orientation to specialist skill training. Employees in position that requires special skills are sent to professional institutions for specialist skill training and certification. Furthermore, at the end of each	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies

Projects	Execution (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>year, each department is required to submit a list of desired training courses for the following year, so that next year's training program can be planned optimally. Through various forms of training, we wish to improve employees' theoretical and practical knowledge, provide help and guidance where needed, and help them apply knowledge in their jobs and private lives. The Company arranges reasonable number of management trainees depending on the growth objectives every year. Through the open, fair, competitive and selective internal promotion mechanism, the Company creates the environment and conditions for outstanding young managers and selects the trainees via multiple channels. In 2024, the Company has organized internal and external training courses totaling 336 persons attended with a total of 1,102 man-hours.</p>	
(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/customer protection policies and complaint procedures?	V		<p>(V) In order to reduce environmental impacts of the Company's products on the environment and ecology, the Company has fulfilled corporate responsibility, met international green product standards and improved the product green competitiveness. Through its Green Procurement Guidelines, the Company requires its suppliers to comply with EU REACH, RoHS, and hazardous-substances management regulations of the HF, and sign the environmental protection declaration as a commitment to compliance. New suppliers are required to sign or publish declaration for green commitment. All internal departments have coordinated with the Legal Affairs Department and</p>	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies

Projects	Execution (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			implemented complaint procedures and operating rules for the protection of consumers' rights. The complaint may be raised via phone or email.	
(VI) Whether the Company adopts any specific suppliers' management policy demanding that the suppliers should comply with the related regulations governing environmental protection, occupational safety and health or labors' human rights, and how the policy is implemented?	V		(VI) The Company demands its suppliers to obtain certification for ISO 14001 - Environmental Management System and EICC, and offers guidance to help them achieve so. The Company requires all goods and service suppliers to sign a "Social Responsibility Commitment" before placing purchase orders to them. When conducting annual or new supplier evaluation, all departments are required to include the Company's standards on labor rights, business ethics, environmental protection, and occupational safety and health as part of the evaluation. The Company has a unit that specializes in social responsibility/EICC management. The scope of management extends to suppliers and contractors, meaning that any violation of corporate social responsibilities by a supplier or contractor that causes significant impact to the environment or society would result in the termination of service contract.	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
V. Does the Company prepare sustainability report or any report of non-financial information based on international reporting standards or guidelines? Whether said report has	V		The report has been prepared primarily based on the core option of "Universal Standards 2021" published by the Global Reporting Initiative (GRI) and guidelines of Sustainability Accounting Standards Board (SASB). The Company prepared its sustainability report, but has not sought any third party	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed

Projects	Execution (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
been assured or guaranteed by a third party certification unit?			certification.	Companies
<p>VI. If the Company has established sustainability policies in accordance with "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies," please describe its current practices and any deviations from the Best Practice Principles: The Company has established Chenming Electronic Technology Sustainable Development Best Practice Principles based on "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies." The routine operations are implemented in accordance with the principles on corporate governance, sustainable environment, public welfare, and enhanced disclosure of corporate social responsibility information. No deviation from the Best Practice Principles was found.</p>				
<p>VII. Other information useful to the understanding of sustainable practice:</p> <ul style="list-style-type: none"> • Chenming participated in the 2021 Sustainable Alliance and took part in the corporate adoption and afforestation activities to plant trees of hope for the earth in Pingxi District, New Taipei City. In 2024, the Company continued to promote green economy and green innovation, adopted green vegetation around the corporate headquarters, and implemented corporate social responsibility and environmental sustainability. • Chenming has long been concerned about the disadvantaged in society and actively giving back to the society. In 2024, the Dongguan factory arranged to participate in the Chang'an Town community charity activities, providing rich "love gift packages" including nutritious foods, daily necessities and other love items, actively participating in community care activities, and received high recognition from the local government and community groups as a role model for enterprises, and was awarded the Charity Enterprise Award. • Chenming cooperates with local charity events and medical groups' blood reserve needs all year round. In 2024, it conducted on-site blood donation activities at the Company's headquarters and mainland factories to provide blood for medical use. A total of more than 400 people donated blood and raised approximately 85,000c.c. of donated blood, bringing the most immediate warmth and care to the society. • The Company was awarded the 2024 ESG Forum CDP Carbon Disclosure Leadership Award by Cathay United Bank. • In 2024, the Company invested a total of CNY 5.32 million in CSR governance. • The Company is committed to taking care of its employees, actively giving back to the community and fulfilling its corporate responsibilities. In 2024, it was awarded the 1111 Employment Bank Silver Medal. 				

Note 1: If "Yes" under the "Status of Implementation" is ticked off, please specifically explain the key policies, strategies, and measures adopted and their implementation results; if "No" is ticked off, please explain the deviations and reason in the section of "Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and the reasons thereof," and specify related policies, strategies, and measures to be adopted in the future. Notwithstanding, with respect to the Items 1

and 2, the TWSE/TPEX listed company shall specify the governance and supervision framework of the sustainable development, including but not limited to, the enactment of management policies, strategies and targets, and review on the measures, etc.. Meanwhile, please specify the Company's risk management policies or strategies against the ESG issues, and the evaluation thereof.

Note 2: The materiality principle refers to environmental, social, and corporate governance issues that are of material impact to the Company's investors and stakeholders.

Note 3: For method of disclosure, please refer to the best practice examples presented on the website of Taiwan Stock Exchange Corporate Governance Center.

(VI) Climate-related information

1. Climate-related actions

Item	Current progress
(I) Describe how the board of directors and the management exercise supervision and governance over climate-related risks and opportunities.	(I) The Company identifies and assesses climate risk once a year, during which it highlights areas of high risk. Outcomes of the assessment are re-examined every six months to ensure conformity and relevance with actual circumstances. The control over greenhouse gas inventory and assurance schedules was reported to the Board of Directors on March 13, 2025.
(II) Describe how the climate risks and opportunities identified affect the entity's businesses, strategies, and financial position (short-term, medium-term, and long-term).	(II) Short/medium/long term goals set by the Climate Change Risk Management Department: Short-term goals: 1. Establish a Climate Change Risk Management Department that is responsible for the identification and management of climate-related risks and the establishment of related strategies. 2. Supervise subsidiaries in the identification and materiality-based ranking of climate-related risks. 3. Set annual power reduction target at 1%. Medium-term goals: 1. Incorporate climate-related risks into the overall risk management framework. 2. Continue including other subsidiaries into the climate risk management system. 3. Progressively adopt the use of green and renewable energy sources to 8% of total energy consumption. Long-term goals: 1. Make continual improvements to the climate risk management policy; observe domestic regulations and international initiatives; and accept climate change risks as part of the corporate spirit. 2. Ensure that the parent and subsidiaries have adequate control

Item	Current progress
<p>(III) State the financial impacts of extreme weather events and transition actions.</p> <p>(IV) Describe the procedures undertaken to identify, evaluate, and manage climate risks, and how they are integrated into the risk management system.</p> <p>(V) Where scenario analysis is used to evaluate resilience to climate change risk, describe the underlying scenarios, parameters, assumptions, factors, and key financial impacts.</p>	<p>over how climate change affects operations and business activities. Empower the Climate Change Risk Management Department with the duty of overseeing climate risk reviews in subsidiaries each year.</p> <p>3. Increase the use of green and renewable energy sources to 20%.</p> <p>(III) Regarding the risks and opportunities arising from climate change, and the assessment on transformation actions, the Company has collected forward-looking financial impact information that is helpful for decision-making. Currently, there is no significant financial impact existing.</p> <p>(IV) 1. Climate factors may reduce production capacity and income (by disrupting transportation and the supply chain or by damaging plant facilities and halting production activities). 2. Due to the enactment of greenhouse gas reduction and management laws in Taiwan, the Company is required to increase energy efficiency at operating sites and incur additional costs on the construction of renewable energy facilities and purchase of green power certificates. 3. Carbon tax and trading of carbon credit may increase compliance cost and the cost of raw materials and parts. The Company pays constant attention to natural disasters and will make adequate purchase of raw materials in advance if it anticipates disruption to the traffic network. Meanwhile, the price of carbon credit and current regulations are being monitored closely to allow quick response.</p> <p>(V) None of Chenming Group's factories and operating sites are located in natural reserves. All industrial zones currently occupied have been developed with proper environmental</p>

Item	Current progress
<p>(VI) Where transition plans have been made to manage climate risks, explain plan details and the indicators and goals used for the identification and management of physical risks and transition risks.</p>	<p>impact assessment to avoid significant impacts on biodiversity. The Group advocates conservation and efficiency improvement, and takes reasonable actions to reduce energy consumption and waste.</p> <p>Energy management measures have been implemented to increase production capacity and economic yield while at the same time reduce the amount of energy used in production. By collecting data in different zones, the Company is able to monitor energy consumption and analyze load in real-time for more precise control over energy costs.</p> <p>(VI) The energy sources used in production activities include fossil fuel (such as natural gas, diesel, gasoline, LPG etc.) and purchased electricity. Fossil fuel is mainly used for emergency power generators, forklifts, corporate vehicles, and living activities at dormitory and dining area. Chenming has significantly changed the percentage of fossil fuel used over time mainly by replacing diesel-based forklifts with electric-powered forklifts and eliminating diesel-based power generators. Based on the outcome of greenhouse gas survey, Chenming is shifting toward solar power and externally purchased green power as the main sources of energy for production in the future.</p> <p>Electricity represents the main source of greenhouse gas emission. The Company has been installing solar power generators at plant sites since 109, and began planning for the purchase of RECs in 111. In the future, the Company plans to increase utilization of renewable energy by obtaining supply of renewable energy from the energy market and by purchasing RECs. Meanwhile, carbon credits will be used to offset greenhouse gas emissions.</p> <p>The Company purchased 148,662 kWh green electricity for</p>

Item	Current progress
<p>(VII) Where internal carbon pricing is used as planning tool, explain the pricing basis.</p>	<p>Zhongli Plant in 2024, in order to reduce the carbon emissions of product power consumption and also help increase the export sales of products.</p> <p>The Company purchased 16,488,080 kWh green electricity for Dongguan Plant in 2024, in order to reduce the carbon emissions of product power consumption and also help increase the export sales of products.</p> <p>The Company purchased 7,500,000 kWh green electricity for Ningbo Plant in 2024, in order to reduce the carbon emissions of product power consumption and also help increase the export sales of products.</p> <p>In 2024, the Company purchased 91,999 KWH of green electricity for its headquarters in Taipei, which can reduce carbon emissions from power consumption and help boost product exports.</p> <p>(VII) Based on the internal and external carbon costs of global manufacturing sites, including regulatory fines, emissions trading prices, international corporate benchmark cases, and the Company's investment in renewable energy solutions and renewable electricity purchase costs, the internal carbon price is set at US\$300 per metric ton. This price is consistent with the carbon price expectation to be achieved in 2030 as stated in the IPCC's Sixth Assessment Report.</p> <p>Chenming's internal carbon pricing promotes five major cost reduction strategies leading to net zero, including: promoting energy-saving, water-saving and waste reduction programs, introducing renewable electricity, promoting green buildings, investing in low-cost innovation, and investing in carbon offsets and permanent carbon removal. The three major application areas of internal spending include supporting renewable electricity and energy technology development, energy resource</p>

Item	Current progress
<p>(VIII) If climate-related goals have been implemented, explain the activities covered, the scope of greenhouse gas emission, any timeline planned, and the progress made each year. Where carbon offset or renewable energy certificate (REC) is used to accomplish the above goals, explain the source and quantity of carbon credit or the quantity of REC.</p> <p>(IX) GHG inventory and assurance, as well <u>as reduction goals, strategies and concrete action plans</u> (to be specified in 1-1 and 1-2 separately).</p>	<p>management and low-carbon innovation and initiatives, exploring business opportunities from technology, and providing decision-making and integrated cost management for business units.</p> <p>(VIII) In the short and medium term, green energy and renewable energy will be gradually used, accounting for 73% of the total energy utilization rate in 2024. Climate-related performance indicators and quantitative measurements have been implemented, with long-term goals set to increase the use of green and renewable energy sources to 90%. According to the "Sustainable Development Roadmap for TWSE/TPEX Listed Companies" published by the Financial Supervisory Commission in March 2022, the Company plans to complete the greenhouse gas inventory (i.e. the inventory was completed in 2024, and the verification will be completed in 2025).</p> <p>(IX) The Company has completed phase 1 of its carbon survey and devised carbon reduction strategies accordingly. The next phase is to analyze data and execute carbon reduction measures, which the Company will aim to accomplish by gathering, analyzing, and monitoring data and by exploring ways to reduce carbon emissions.</p>

1-1 GHG inventory and assurance for the most recent two years

2024

Scope 1	Total emission	Intensity	Assurer	Assurance status
	(tonnes/CO2e)	(tonnes CO2e/per million dollars)		
Chenming Electronic Technology Corporation	61	61/4,140	SGS-certified company	Of the total greenhouse gas emissions disclosed by the Company, 61 metric tons of CO2e were confirmed by a certification body using the ISO14064-1 standard and the certification is still in progress.
Dongguan Chenming Electronics Co., Ltd.	1,570	1,570/1,381	TUV NORD Hangzhou Co., Ltd.	Among the total greenhouse gas emissions disclosed by the Company, 1,570 tons of CO2e were certified by the certification institutions using the ISO 14064-1 standard , and the assurance opinions were reasonable assurance level.
Chenming Electronic (Ningbo) Co.,Ltd.	462	462/3,889	TUV NORD Hangzhou Co., Ltd.	Among the total greenhouse gas emissions disclosed by the Company, 462 tons of CO2e were certified by the certification institutions using the ISO 14064-1 standard , and the assurance opinions were reasonable assurance level.
Total	2,093	2,093/9,410		
Scope 2	Total emission	Intensity	Assurer	Assurance status
	(tonnes/CO2e)	(tonnes CO2e/per million dollars)		
Chenming Electronic Technology Corporation	354	354/4,140	SGS-certified company	Of the total greenhouse gas emissions disclosed by the Company, 354 metric tons of CO2e were confirmed by a certification body using the ISO14064-1 standard and the certification is still in progress.
Dongguan Chenming Electronics Co., Ltd.	2,385	2,385/1,381	TUV NORD Hangzhou Co., Ltd.	Among the total greenhouse gas emissions disclosed by the Company, 2,385 tons of CO2e were certified by the certification institutions using the ISO 14064-1 standard , and the assurance opinions were reasonable assurance level.
Chenming Electronic (Ningbo) Co.,Ltd.	2,146	2,146/3,889	TUV NORD Hangzhou Co., Ltd.	Among the total greenhouse gas emissions disclosed by the Company, 2,146 tons of CO2e were certified by the certification institutions using the ISO 14064-1 standard , and the assurance opinions were reasonable assurance level.

Total	4,886	4,886/9,410		
Scope 3	Total emission	Intensity	Assurer	Assurance status
	(tonnes/CO2e)	(tonnes CO2e/per million dollars)		
Chenming Electronic Technology Corporation	249	249/4,140	SGS-certified company	Of the total greenhouse gas emissions disclosed by the Company, 249 metric tons of CO2e were confirmed by a certification body using the ISO14064-1 standard and the certification is still in progress.
Dongguan Chenming Electronics Co., Ltd.	556	556/1,381	TUV NORD Hangzhou Co., Ltd.	Among the total greenhouse gas emissions disclosed by the Company, 556 tons of CO2e were certified by the certification institutions using the ISO 14064-1 standard , and the assurance opinions were reasonable assurance level.
Chenming Electronic (Ningbo) Co.,Ltd.	806	806/3,889	TUV NORD Hangzhou Co., Ltd.	Among the total greenhouse gas emissions disclosed by the Company, 806 tons of CO2e were certified by the certification institutions using the ISO 14064-1 standard , and the assurance opinions were reasonable assurance level.
Total	1,611	1,611/9,410		

2023

Scope 1	Total emission	Intensity	Assurer	Assurance status
	(tonnes/CO2e)	(tonnes CO2e/per million dollars)		
Chenming Electronic Technology Corporation	755.18	755.18/2,569	Internal calculation	Amount of impact is internally calculated using the science park's standard emission coefficient
Dongguan Chenming Electronics Co., Ltd.	4,501.81	4,501.81/2,661	TUV NORD Hangzhou Co., Ltd.	Among the total greenhouse gas emissions disclosed by the Company, 4,501.81 tons of CO2e were certified by the certification institutions using the ISO 14064-3 standard , and the assurance opinions were reasonable assurance level.
Chenming Electronic (Ningbo) Co.,Ltd.	192.85	192.85/1,230	TUV NORD Hangzhou Co., Ltd.	Among the total greenhouse gas emissions disclosed by the Company, 192.85 tons of CO2e were certified by the certification institutions using the ISO 14064-3 standard , and the assurance opinions were reasonable assurance level.
Total	5,449.84	5,449.84/6,461		
Scope 2	Total emission	Intensity	Assurer	Assurance status
	(tonnes/CO2e)	(tonnes CO2e/per million dollars)		
Chenming Electronic Technology Corporation	433.81	433.81/2,569	Internal calculation	Amount of impact is internally calculated using the science park's standard emission coefficient
Dongguan Chenming Electronics Co., Ltd.	7,229.01	7,229.01/2,661	TUV NORD Hangzhou Co., Ltd.	Among the total greenhouse gas emissions disclosed by the Company, 7,229.01 tons of CO2e were certified by the certification institutions using the ISO 14064-3 standard , and the assurance opinions were reasonable assurance level.
Chenming Electronic (Ningbo) Co.,Ltd.	7,007.20	7,007.2/1,230	TUV NORD Hangzhou Co., Ltd.	Among the total greenhouse gas emissions disclosed by the Company, 7,007.20 tons of CO2e were certified by the certification institutions using the ISO 14064-3 standard , and the assurance opinions were reasonable assurance level.
Total	14,670.02	14,670.02/6,461		

1-2 GHG reduction goals, strategies and concrete action plans

Describe the GHG reduction base year and data, reduction goals, strategies, and concrete action plans, and achievement of the reduction goals.

Chenming regards the Company's development as a sustainable journey. We regard each other's commitments as the direction of the team's efforts. We practice our commitment to sustainable operations to customers step by step, and implement sustainable operations in human rights, environmental protection, ethics, public welfare, and employee health and safety.

The Company was awarded the 2024 ESG Forum CDP Carbon Disclosure Leadership Award by Cathay United Bank.

Repurchase of products for gift to employees, to encourage employees to use food with the concept of sustainable operation.

1. Greenhouse gas reduction target:

In 2024, the Company set a net zero science-based carbon reduction target that is consistent with the 1.59C emission reduction path based on the net zero standard. Taking 2023 as the base year, the absolute emissions of Scope 1 and 2 at global locations will be reduced by 90% and Scope 3 by 25% in 2026, and net zero emissions will be achieved in 2050.

2. Strategy and concrete action plan:

The Company is actively involved in international practices and used 73% green electricity in 2024 and plans to use 90% green electricity in 2025. We actively promote energy-saving programs and introduce renewable electricity, and strive to limit global warming to 1.5 degrees and achieve the long-term goal of net zero emissions before 2050.

3. Connection status of target:

The total direct emission and indirect greenhouse gas emission between the energy and the carbon dioxide equivalent were 9,664 metric tons in 2024, a 21% decline compared to the previous year.

In addition, the Company's main source of greenhouse gas emissions is electricity. Since 2020, each factory has installed solar power generation equipment, and in 2022, it began planning to purchase renewable energy certificates. It also increased the utilization rate of renewable energy by transferring renewable energy in the renewable energy market and obtaining renewable energy certificates, while using carbon rights to offset greenhouse gas emissions.

The Company purchased 148,662 kWh green electricity for Zhongli Plant in 2024, in order to reduce the carbon emissions of product power consumption and also help increase the export sales of products.

The Company purchased 16,488,080 kWh green electricity for Dongguan Plant in 2024, in order to reduce the carbon emissions of product power consumption and also help increase the export sales of products.

The Company purchased 7,500,000 kWh green electricity for Ningbo Plant in 2024, in order to reduce the carbon emissions of product power consumption and also help increase the export sales of products.

In 2024, the Company purchased 91,999 KWH of green electricity for its headquarters in Taipei, which can reduce carbon emissions from power consumption and help boost product exports.

(VII) Enforcement of business integrity, deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies:

Assessment criteria	Status (Note)			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
I. Establishment of integrity policies and solutions				Consistent with Business Integrity Code of Conduct for TWSE/TPEX Listed Companies
(I) Whether the Company adopts the ethical management policy approved by the Board of Directors, and expressly states the ethical corporate management policy and rules, and its fulfillment by the Board of Directors and senior management in its Articles of Incorporation and public documents?	V		(I) The Company has established the integrity code of conduct, corporate governance code of conduct, policies for handling illegal and unethical conducts, and guidelines for professional ethics to fulfill its commitment in ethical operation, and these guidelines have been published on the Company's website.	
(II) Has the Company developed systematic practices for assessing integrity risks? Does the Company perform regular analyses and assessments on business activities that are prone to higher risk of dishonesty, and implement preventions against dishonest conducts that include at least the measures mentioned in Paragraph 2, Article 7 of "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies"?	V		(II) In order to protect the core value of corporate culture, the Company is committed to conducting its business activities in good faith and following the utmost ethical requirements. It has also established relevant policies and regulation for employee compliance, including integrity code of conduct and policy for handling illegal and unethical conducts. Moreover, it has published its business and financial information in accordance with applicable laws and regulations, complied with anti-corruption laws (e.g. FCPA) in conducting any transactions, respected intellectual property rights, executed fair trade advertisement and competition standard, followed anonymous complaint procedure to	

Assessment criteria	Status (Note)			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(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?	V		<p>protect the informant, held responsibility in the procurement of minerals, protected personal information of all counter-parties, protected and complied with laws related to privation and information security, and adopted protection procedures to stop any revenge.</p> <p>(III) The Company has established a recusal system for directors as part of its “Parliamentary Rules For Directors’ Meetings.” Directors are required to recuse themselves from all discussion and voting, but may express opinion and reply, in any motion that poses a conflict of interest between the Company and themselves or the entities they represent. Furthermore, they are prohibited from exercising voting rights on behalf of other directors.</p> <p>Additionally, the Company has clearly states in the “Guidelines for Professional Ethics” that stipulate personal conducts and professional ethics. In order to implement preceding regulations and eliminate any violations by employees, the Company has also set up the compliant hotline and mailbox. In the event that any violation by employees is</p>	

Assessment criteria	Status (Note)			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			concluded in an investigation, the handling personnel shall pass on the case information and relevant documents to human resource department where the case shall be handled accordingly. Given the severity of the violation, the case may be passed to the judicial authorities.	
<p>II. Enforcing ethical management</p> <p>(I) Does the company evaluate the integrity of all counterparties it has business relationships with? Are there any integrity clauses in the agreements it signs with business partners?</p> <p>(II) Does the Company have a unit that enforces business integrity directly under the board of directors? Does this unit report its progress (regarding implementation of business integrity policy and prevention against dishonest conducts) to the board of directors on a regular basis (at least once a year)?</p>	V		<p>(I) The Company evaluates the integrity history of all parties it has business dealings with. It has been stated in the integrity code of conduct that the Company may terminate or cancel its contract at anytime with any business partner that violates the integrity code of conduct.</p> <p>(II) The Chairman's Office is responsible for the establishment, supervision, and execution of the ethical management policy and prevention program. A report was last made to the board of directors in November 2024. Its main responsibilities include the following:</p> <p>I. Incorporating integrity and moral values into the Company's operating strategies, and establishment of integrity assurance and fraud prevention measures in accordance with laws.</p> <p>II. Adopt accordingly programs to prevent</p>	Consistent with Business Integrity Code of Conduct for TWSE/TPEX Listed Companies

Assessment criteria	Status (Note)			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>unethical conduct, and setting in each program the standard operating procedures and conduct guidelines with respect to the Company's operations and business.</p> <p>III. Planning of internal organization and duties, and implementation of check and balance for business activities that present higher risk of dishonest conduct.</p> <p>IV. Coordination of integrity policy awareness and training programs.</p> <p>V. Establishment of a whistleblowing system and ensuring the effectiveness of its execution.</p> <p>VI. Assist the board of directors and the management in assessing the effectiveness of existing integrity practices and preventions, assess compliance of business procedures, and make regular reports.</p> <p>The Company implemented the ethical management policy. The implementation status thereof in 2024 is stated as following:</p> <p>(1) Education and training The Company organized internal and external training courses that received a</p>	

Assessment criteria	Status (Note)			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>total of 336 enrollments and trained a total of 1,102 man-hours during the year to address integrity issues such as food safety, legal security, information security, financial and accounting system, and internal controls.</p> <p>(2) Regular inspections The Company assesses corruption risk of business activities taking place at all locations. The Company conducts self-audits and compliance self-assessments each year to ensure effective control and proper execution of existing systems, thereby prevent dishonest conducts. There had been no incident of corruption or anti-competitive behavior in 2024.</p> <p>(3) For the whistleblowing system and whistleblowers' protection, the Company has outlined its whistleblower system in its "Corporate Governance Best Practice Principles," "Ethical Management Best Practice Principles," "Code of Professional Ethics and Guidelines for Behaviors," and "Regulations Governing Handling Illegal and Unethical Conducts." The Company actively</p>	

Assessment criteria	Status (Note)			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(III) Does the company have any policy that prevents conflict of interest, and channels that facilitate the report of conflicting interests?	V		prevents dishonest conducts by encouraging insiders and outsiders to report dishonest or improper behaviors through means such as mailbox and hotline. All reported misconducts will be investigated by the human resources department on a case-by-case basis. The website also has a stakeholders section available to facilitate effective communication with employees, shareholders, stakeholders, and outsiders. There was no whistleblowing involving unethical conduct in 2024.	
(IV) Has the Company implemented effective accounting policy and internal control system to maintain business integrity? Has an internal or external audit unit been assigned to devise audit plans based on the outcome of integrity risk assessment, and to audit employees' compliance with various preventions against dishonest conduct?	V		(III) The Company's Parliamentary Rules for Directors' Meetings have outlined requirements for directors to avoid discussion and voting on any agendas that present a conflict of interest between them and the Company. (IV) The Company has established effective accounting policies and internal control system. Internal auditors are assigned to conduct regular audits to ensure compliance with the above-mentioned policies/systems, and will identify the high-risk operations as the first priority in the annual audit plan	

Assessment criteria	Status (Note)			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(V) Does the company organize internal or external training on a regular basis to maintain business integrity?	V		<p>based on the risk assessment.</p> <p>(V) For the employees' better understanding of the most recent regulation changes and trend, the Company has relevant educational training and promotional materials available on its Intranet. In light of the issues such as food security, legal security, information security, financial and accounting system, and internal controls covered by the integrity operation, the Company has organized internal and external training courses totaling 336 persons attended with a total of 1,102 man-hours to make laws, regulations and key points for compliance known to all employees.</p>	
<p>III. Whistle-blowing system</p> <p>(I) Does the company provide incentives and means for employees to report misconducts? Does the company assign dedicated personnel to investigate the reported misconducts?</p>	V		<p>(I) The Company has policies in place to handle illegal and unethical conducts. Misconducts can be reported via mail or telephone, and all reported misconducts are investigated upon by internal audit units.</p>	Consistent with Business Integrity Code of Conduct for TWSE/TPEX Listed Companies
(II) Whether the Company defines the standard operating procedure, follow-up measures to be taken upon completion of the investigation, and nondisclosure mechanism toward the investigation of complaints as accepted?	V		<p>1. The whistleblower may file a complaint in writing or orally by himself or herself or his/her agent, and shall provide specific details of the behavior or</p>	

Assessment criteria	Status (Note)			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>circumstances that violate human rights, the best practice principles, or the ethical corporate management and sufficient information to facilitate verification.</p> <p>2. The informant may choose to remain anonymous, but should still provide the required information other than his or her real name for verification.</p> <p>3. Appeal cases should be concluded within three months, and may be extended with the approval of the supervisor if necessary. The complainant should be replied to when the case is closed, except when the reporter fails to provide contact information, there is no response to contact, or the report is made anonymously.</p> <p>4. If the complainant is dissatisfied with the handling result, he/she may submit new reasons and specific new evidence within ten days from the date of receiving the reply, and the Chief Executive Officer will designate another appropriate unit different from the first accepting unit to accept the reconsideration. The application for reconsideration is limited to one time.</p> <p>5. If the report is found to be true, the Company</p>	

Assessment criteria	Status (Note)			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(III) Has the company provided proper whistleblower protection?	V		<p>will handle it according to the law or relevant internal disciplinary regulations of the Company. If there is a major violation of the rules or the Company is likely to suffer major damage, the unit accepting the report should make a case report to the Audit Committee.</p> <p>6. The person who has filed a complaint and the relevant personnel responsible for handling the case are all bound by confidentiality, to prevent the whistleblower from suffering from unfair treatment, retaliation or threats. The offender will be handled in accordance with the rewards and punishments management regulations.</p> <p>(III) If the informant is a company employee, it is prohibited to publish the identity of the informant or treat the informant in any way that results in loss of interest or work discrimination. The informant may request the handling unit for the protection of identity and fair treatment in advance, and the Company will ensure that the informant is not retaliated for reporting misconduct. Any threat, intimidation or other such actions shall be reported to competent authorities.</p>	

Assessment criteria	Status (Note)			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
IV. Enhancing information disclosure Has the Company disclosed its integrity principles and progress onto its website and Market Observation Post System (MOPS)?	V		The Company has established business integrity code of conduct and disclosed it on website. Business and financial information is also disclosed regularly on the Company's website.	Consistent with Business Integrity Code of Conduct for TWSE/TPEX Listed Companies
V. If the Company has established business integrity policies in accordance with "Ethical Corporate Management Best Practice Principles for TWSE/GTSM-Listed Companies," please describe its current practices and any deviations from the Best Practice Principles: The Company has established integrity code of conduct and related policies; details can be found in the Corporate Governance section of the Company's website (http://www.uneec.com/tw).				
VI. Other important information that is helpful in understanding the corporate ethical management operation of the Company (e.g., the Company has amended the corporate ethical management best practice principles, etc.): In order to reduce the environmental impacts of the Company's products as its corporate responsibility and meet the international green product standards as required by customers, it has strengthened the green competitiveness of its products. Based on its Green Procurement Guidelines, the Company has required its suppliers to comply with EU REACH , RoHS, hazardous-substances management regulations of the HF, and sign the environmental protection declaration for consistent compliance. In 2024, there were 49 new suppliers that signed or published declaration for green commitment. The Company regulates its suppliers to follow RBA, ISO 14001 Environmental Management, OHSAS 18001 Occupational Health and Safety and local laws and regulations. It requests it suppliers to show respect for the human rights of each and every employee, provide a healthy and safe working environment, be responsible for protecting environment, and comply with the utmost ethical standards and anti-corruption laws. Via on-site evaluation and signing of operational documents, the Company can ensure a supplier's understanding of regulations regarding social responsibility and demand for continuous improvement. Significant matters such as major operational policies, investments, acquisition and disposal of assets, loans to others, guarantees and endorsements were discussed and analyzed in conformity with relevant regulations, resolved by authorized personnel and published according to relevant laws and regulations.				

Note: Always provide explanation in the summary description column, regardless of whether there are any deviations from the best practice principles.

(VIII) Other important information material to the understanding of corporate governance within the Company:

The Company has handled the material inside information in accordance with its “Procedures for Preventing Insider Trading”. In order to prevent insider trading, any person who has access to the Company’s material inside information shall make any security transaction in conformity with Article 157-1 of the Securities and Exchange Act. The Company also has the internal control mechanism in place, provides proper education and makes the policy known to employees, managers, and directors in prevention of any violation of laws and insider trading.

(IX) Internal control

1. Declaration of Internal Control System

Chenming Electronic Technology Corporation
Declaration of Internal Control System

March 13, 2025

The following declaration was made based on the 2024 self-assessment of the Company's internal control system:

- I. The Company acknowledges and understands that the establishment, implementation and maintenance of the internal control system are the responsibility of the board and managers, and that such a system has been implemented within the Company. The purpose of this system is to provide reasonable assurance in terms of business performance, efficiency (including profitability, performance, asset security etc), reliable, timely and transparent financial reporting, and regulatory compliance.
- II. There are inherent limitations to even the most well-designed internal control system. As such, an effective internal control system can only reasonably assure achievement of the three goals mentioned above. Furthermore, changes in the environment and circumstances may all affect the effectiveness of the internal control system. However, the internal control system of the Company features a self-monitoring mechanism that rectifies any deficiencies immediately upon discovery.
- III. The Company evaluates the design and execution of its internal control system based on the criteria specified in "Regulations Governing Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as "The Governing Principles") to determine whether the existing system continues to be effective. Criteria introduced by "The Governing Principles" consisted of five major elements, each representing a different stage of internal control: 1. Control environment; 2. Risk evaluation and response; 3. Procedural control; 4. Information and communication; and 5. Supervision. Each element further encompasses several sub-elements. Please refer to "The Governing Principles" for more details.
- IV. The Company has adopted the abovementioned criteria to validate the effectiveness of its internal control system design and execution.
- V. Based on the assessments described above, the Company considers the design and execution of its internal control system to be effective as at December 31, 2024. This system (including supervision and management of subsidiaries) has provided assurance with regards to the Company's business results and target accomplishment, reliability, timeliness and transparency of reported financial information, and its compliance with relevant laws.
- VI. This declaration constitutes part of the Company's annual report and prospectus, and shall be disclosed to the public. Any illegal misrepresentation or concealment in the public statement above are subject to the legal consequences described in Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
- VII. This Declaration was passed unanimously without objection by all 7 Directors

present at the Board meeting dated March 13, 2025.

Chenming Electronic Technology Corporation

Chairman: Lin Mu-Ho

General Manager: Lo Chih-Chi

2. If the internal control policy was reviewed by an external CPA, the result of such review must be disclosed: Not applicable.

(X) Major resolutions passed in shareholder meetings and Board of Directors meetings in the most recent year up until the date of publication of the annual report:

Shareholder/ board of directors meeting	Date	Major resolutions
Board of Directors	2024/01/24	<ol style="list-style-type: none"> 1. The 2023 remuneration and year-end bonus allocation principles for managers is submitted for approval. 2. Transfer of the Company's accounting manager. 3. Renewal of loans by Chenming Electronic (Ningbo) Co., Ltd. to Dongguan Chenming Electronics Co., Ltd. 4. Proposal to renew and increase credit limits granted by CTBC Bank upon expiry.
Board of Directors	2024/03/13	<ol style="list-style-type: none"> 1. Amount and method of allocation for the 2023 employee/director remuneration. 2. Change of functions and remuneration of managers. 3. Proposal to issue the Company's 2023 "Declaration of Internal Control System." 4. Presentation of the Company's 2023 business report and financial statements. 5. The Company's 2023 earnings distribution proposal. 6. Proposal to set details concerning the Company's 2024 annual general meeting and acceptance of shareholders' motion proposals.
Board of Directors	2024/05/08	<ol style="list-style-type: none"> 1. 2024 Q1 consolidated financial statements of the Company. 2. Partial amendments to the Company's "Parliamentary Rules For Directors' Meetings." 3. The change registration for capital increase by share conversion of the third domestic secured convertible corporate bonds in 2023. 4. Proposal to apply for renewal of credit limit with Cathay United Bank upon expiry. 5. Proposal to renew credit limit with First Commercial Bank upon expiry.
Annual general meeting	2024/06/14	<ol style="list-style-type: none"> 1. Acknowledgment of 2023 business report and financial statements. Implementation status: The motion was passed as proposed without objection, and served as the basis for 2023 earnings appropriation. 2. Acknowledgment of 2023 earnings appropriation. Implementation status: The motion was passed as proposed without objection, and cash dividend was allocated at NT\$0.4 per share.
Board of Directors	2024/07/30	<ol style="list-style-type: none"> 1. 2024 Q2 consolidated financial statements of the Company. 2. Application for capital increase by the subsidiary in Thailand. 3. Proposal for exercising the compulsory redemption right of the Company's third domestic secured convertible corporate bonds. 4. The Company intends to issue NT\$500 million of its fourth domestic secured convertible corporate bonds. 5. In response to the Company's issuance of the fourth domestic secured convertible corporate bond, the Company plans to increase the bank guarantee. 6. The change registration for capital increase by share conversion of the third domestic secured convertible corporate bonds. 7. Formulation of the Company's 2023 Sustainability Report. 8. Proposal to renew the credit limit granted by Hua Nan Bank upon expiry. 9. Proposal to renew credit limit granted by Mega International Commercial Bank upon expiry.
Board of Directors	2024/11/06	<ol style="list-style-type: none"> 1. Proposal for managers' remuneration adjustment. 2. Assessment of the independence and suitability of the Company's CPAs.

Shareholder/ board of directors meeting	Date	Major resolutions
		3. 2024 Q3 consolidated financial statements of the Company. 4. Proposal to renew endorsement/guarantee for Mainland subsidiary - Chenming Electronic (Ningbo) Co., Ltd. in the Company's capacity. 5. Proposal to renew endorsement/guarantee for Mainland subsidiary - Dongguan Chenming Electronics Co., Ltd. in the Company's capacity. 6. Revised the internal control procedures for sustainable information management. 7. Establishment of the Company's 2025 annual audit plan. 8. The change registration for capital increase by share conversion of the third domestic secured convertible corporate bonds.
Board of Directors	2025/01/15	1. The distribution of 2024 managers' remuneration and year-end bonus. 2. Renewal of loans by Chenming Electronic (Ningbo) Co., Ltd. to Dongguan Chenming Electronics Co., Ltd. 3. Propose to renew the bank credit line due this year.
Board of Directors	2025/03/13	1. Amount and method of allocation for the 2024 employee/director remuneration. 2. Proposal to issue the Company's 2024 "Declaration of Internal Control System." 3. Presentation of the Company's 2024 business report and financial statements. 4. Appropriation of 2024 earnings. 5. Proposal to conduct a private placement of common shares to make up for the public offering and application for listing. 6. Determination of the scope of the Company's entry-level employees. 7. Amendment to some provisions of the "Articles of Incorporation" 8. Proposal to set details concerning the Company's 2025 annual general meeting and acceptance of shareholders' motion proposals.

(XI) Documented opinions or declarations made by directors or supervisors against board resolutions in the most recent year, up until the publication date of annual report: None.

IV. Disclosure of auditors' remuneration

(I) Disclosure of audit fee and non-audit fee paid to the auditor, accounting firm, and affiliated companies, and details of non-audit services:

Unit: NT\$ thousand

Name of accounting firm	Name of CPA	Period of audit service	Audit remuneration	Non-audit remuneration	Total	Remarks
KPMG	Wang Michelle	January to December 2024	4,200	345	4,545	Report on the review opinion of corporate bond issuance and transfer pricing
	Yvette Chien					

Scope of non-audit service: (such as tax certification, assurance, or other financial consultancy service)

Note: If there is any change of auditor or accounting firm during the year, please specify the duration of their services separately and state the reason for making the change in the remarks field. Any audit and non-audit fees paid to auditors should also be disclosed separately. Provide detailed explanations to non-audit service.

(II) Any change of accounting firm that resulted in the reduction of audit fee from the previous year; disclose audit fees before and after the change and the cause of such change: None.

(III) Any reduction in audit fee by more than 10% compared to the previous year; state the amount, percentage, and reason of such variation: None.

V. Change of auditor

(I) Information relating to the former CPA: None.

(II) Information relating to the succeeding CPA: None.

(III) Former auditor's reply relating to Item 1 and Item 2-3, Subparagraph 6, Article 10 herein: None.

VI. Disclosure of any of the company's Chairman, President, or managers responsible for financial or accounting affairs being employed by the auditor's firm or any of its affiliated company in the last year, including their names, job titles, and the periods during which they were employed by the auditor's firm or any of its affiliated company. An affiliated company refers to one that the auditor's accounting firms hold more than 50% ownership or more than 50% directorship, or any company or institution that the accounting firm has publicly referred to as being affiliated: None.

VII. Details of shares transferred or pledged by directors, supervisors, managers and shareholders with more than 10% ownership interest in the last year, up till the publication date of this annual report

(I) Details of shares transferred or pledged by directors, supervisors, managers, or shareholders with more than 10% ownership interest

Title	Name	2024		Year-to-date as at April 15	
		Increase (decrease) in shares held	Increase (decrease) in shares pledged	Increase (decrease) in shares held	Increase (decrease) in shares pledged
Chairman	Lin Mu-Ho	0	0	0	0
Director and Vice Chairman	Lin Feng-Jan	(1,545,000)	0	(54,000)	0
Director	Chen Hsiao-Chun	(104,000)	0	0	0
Director and President	Lo Chih-Chi	0	0	0	0
Independent Director	Chou Liang-Chen	0	0	0	0
Independent Director	Chen Hung-Chang	0	0	0	0
Independent Director	Chen Chien-Tsun	0	0	0	0
Vice President	Hsiao Kuang-Chih	0	0	0	0
Vice President	Chang Chu-Chih	0	0	0	0
Vice President	Chang Chin-Hsing	0	0	0	0
Vice President	Wu Jui-Chuan	0	0	0	0
Vice President	Chueh Chung-Hui	0	0	0	0
Assistant Vice President	Fan Shui-Hui(take office from March 13, 2024)	0	0	(3,000)	0
Assistant Vice President and also Finance Manager	Chuang Chia-Ying (Took office as Accounting Supervisor on January 24, 2024)	0	0	0	0

Title	Name	2024		Year-to-date as at April 15	
		Increase (decrease) in shares held	Increase (decrease) in shares pledged	Increase (decrease) in shares held	Increase (decrease) in shares pledged
Chief Corporate Governance Officer	Huang Shih-Chieh	(12,000)	0	0	0
Shareholder with more than 10% ownership interest	Shang Mei Precision Industrial Co., Ltd.	0	0	0	0
Accounting Manager	Su Chung-Ching (Dismissed as Accounting Supervisor on January 24, 2024)	0	0	0	0

(II) Disclosure of shares transferred to related parties: None.

(III) Disclosure of shares pledged to related parties: None.

VIII. Relationships characterized as spouse or second degree relative or closer among top-ten shareholders

Name (Note 1)	Shares held in own name		Shares held by spouse and underage children		Shares held in the names of others		Relationship characterized as spouse or relative of second degree or closer among the top-10 shareholders (Note 3)		Remarks
	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Name	Relationship	
Shang Mei Precision Industrial Co., Ltd. Representative: Chan Chung-Chih	35,000,000	17.06%	0	0%	0	0%	None	None	None
Lin Mu-Ho	29,991,230	14.62%	0	0%	0	0%	Lin Mu-Jung Lin Ching-Yuan Lin Feng-Jan	Brothers Father and son Father and son	None
Lin Feng-Jan	5,013,310	2.44%	1,956	0.00%	0	0%	Lin Mu-Ho Lin Ching-Yuan	Father and son Brothers	None
UPAMC OPTIMA Fund Representative: Yu Wen-Yi	2,493,000	1.22%	0	0%	0	0%	None	None	None
Yen Chun-Chieh	2,152,000	1.05%	0	0%	0	0%	None	None	None
Lin Ching-Yuan	2,000,000	0.97%	0	0%	0	0%	Lin Mu-Ho Lin Feng-Jan	Father and son Brothers	None
Hui Chi Investment Co., Ltd.	1,986,758	0.97%	0	0%	0	0%	None	None	None

Name (Note 1)	Shares held in own name		Shares held by spouse and underage children		Shares held in the names of others		Relationship characterized as spouse or relative of second degree or closer among the top-10 shareholders (Note 3)		Remarks
	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Name	Relationship	
Representative: Lin Ching-Yuan	2,000,000	0.97%	0	0%	0	0%	Lin Mu-Ho Lin Feng-Jan	Father and son Brothers	None
JPMorgan Chase Bank in custody for Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds Representative: Chien Kuo-Wei	1,797,325	0.88%	0	0%	0	0%	None	None	None
Standard Chartered International Commercial Bank Business Department is entrusted with custody of Vanguard Representative: Hsu Cheng-Chieh	1,594,929	0.78%	0	0%	0	0%	None	None	None
Lin Mu-Jung	1,190,469	0.58%	10,369	0.01%	0	0%	Lin Mu-Ho	Brothers	None

Note 1: All top-10 shareholders have been listed. For corporate shareholders, the name of the corporate entity and the name of the representative are shown separately.

Note 2: The percentages of shares held under own name, spouse's name, underage children's names, or in the names of others are calculated separately.

Note 3: Relations among the abovementioned shareholders (including corporate and natural-person shareholders) have been disclosed in accordance with the relationships defined in Regulations Governing the Preparation of Financial Reports by Securities Issuers.

IX. Investments jointly held by the Company, the Company's directors, supervisors, managers, and enterprises directly or indirectly controlled by the Company, and shareholding in aggregate of the above parties

Unit: thousand

shares/thousands

Reinvestment business (Note 1)	Invested by the Company		Held by directors, supervisors, managers, and directly or indirectly controlled enterprises		Aggregate investment	
	Shares / units	Shareholding percentage	Shares / units	Shareholding percentage	Shares / units	Shareholding percentage
Ding Du International	64,558	100.00%	0	0%	64,558	100.00%
Chueh Rong International	45,988	100.00%	0	0%	45,988	100.00%
Ding Chih Co., Ltd.	22,410	100.00%	0	0%	22,410	100.00%
CHENMING ELECTRONIC TECHNOLOGY	200	100.00%	0	0%	200	100.00%

Reinvestment business (Note 1)	Invested by the Company		Held by directors, supervisors, managers, and directly or indirectly controlled enterprises		Aggregate investment	
	Shares / units	Shareholding percentage	Shares / units	Shareholding percentage	Shares / units	Shareholding percentage
USA,INC.						
CHENMING ELECTRONIC TECHNOLOGY (THAILAND)CO.,L TD.	45,000	100.00%	0	0%	45,000	100.00%
Dongguan Chenming	Note 2	100.00%	0	0%	Note 2	100.00%
Chenming Electronic (Ningbo)	Note 2	100.00%	0	0%	Note 2	100.00%

Note 1: The above long-term investments were accounted using the equity method.

Note 2: Limited liability company.

Three. Funding Status

I. Capital and shares (in the last year and up until the publication date of annual report)

(I) Source of capital:

April 15, 2025

Month / Year	Issue price	Authorized capital		Paid-up capital		Remarks			
		Number of shares	Amount	Number of shares	Amount	Source of capital	Paid in properties other than cash	Others	Approval reference
July 1999	10	34,200,000	342,000,000	34,200,000	342,000,000	Capitalized earnings NT\$85.5 million and capital reserves NT\$66.5 million	0	None	Letter Jing-(088)-Shang-Zi No.129976 dated August 16, 1999
July 2000	50	79,000,000	790,000,000	61,700,000	617,000,000	Cash issue NT\$100 million, employee bonus NT\$4 million	0	None	Letter Jing-(089)-Shang-Zi No. 133304 dated September 14, 2000
	10					Capitalized earnings NT\$171 million			
July 2001	10	110,000,000	1,100,000,000	87,000,000	870,000,000	Capitalized earnings NT\$185.1 million, employee bonus NT\$6.2 million	0	None	Letter Jing-(090)-Shang-Zi No. 09001293930 dated August 3, 2001
						Capitalized capital reserves NT\$61.7 million			
September 2002	10	120,000,000	1,200,000,000	114,000,000	1,140,000,000	Capitalized earnings NT\$174 million, employee bonus NT\$9 million	0	None	Letter Shang-Zi No. 09101404120 dated October 3, 2002
						Capitalized capital reserves NT\$87 million			
July 2003	10	247,200,000	2,472,000,000	132,300,000	1,323,000,000	Capitalized earnings NT\$57 million, employee bonus NT\$12 million	0	None	Letter Shang-Zi No. 09201248100 dated August 19, 2003
						Capitalized capital reserves NT\$114 million			
January 2004	10	247,200,000	2,472,000,000	133,476,470	1,334,764,700	NT\$11,764,700 (conversion from corporate bonds)	0	None	Letter Shang-Zi No. 09301009900 dated January 19, 2004
April 2004	10	247,200,000	2,472,000,000	137,929,391	1,379,293,910	NT\$44,529,210 (conversion from corporate bonds)	0	None	Letter Shang-Zi No. 09301074800 dated April 29, 2004
July 2004	10	247,200,000	2,472,000,000	137,947,038	1,379,470,380	NT\$176,470 (conversion from corporate bonds)	0	None	Letter Shang-Zi No. 09301130400 dated July 29, 2004
September 2004	10	247,200,000	2,472,000,000	145,421,449	1,454,214,490	Capitalized earnings NT\$25.8976 million, employee bonus NT\$10 million	0	None	Letter Shang-Zi No. 09301157100 dated September 6, 2004
						Capitalized capital reserves NT\$38.8464 million			
January 2004	10	247,200,000	2,472,000,000	137,421,449	1,374,214,490	NT\$ -80,000,000 (retirement of treasury stock)	0	None	Letter Shang-Zi No. 09301188300 dated October 12, 2004
January 2005	10	247,200,000	2,472,000,000	128,921,449	1,289,214,490	NT\$ -85,000,000 (retirement of treasury stock)	0	None	Letter Shang-Zi No. 09401017480 dated January 28, 2005
August 2005	10	247,200,000	2,472,000,000	142,313,593	1,423,135,930	Capitalized earnings NT\$43.3725 million, employee bonus NT\$10 million	0	None	Letter Shang-Zi No. 09401160120 dated August 22, 2005
						Capitalized capital reserves NT\$80.5489 million			
January 2005	10	247,200,000	2,472,000,000	145,313,582	1,453,135,820	NT\$29,999,890 (conversion from corporate bonds)	0	None	Letter Shang-Zi No. 09401206880 dated October 20, 2005
July 2006	10	247,200,000	2,472,000,000	140,313,582	1,403,135,820	NT\$ -50,000,000 (retirement of treasury stock)	0	None	Letter Shang-Zi No. 09501134950 dated July 5, 2006

Month / Year	Issue price	Authorized capital		Paid-up capital		Remarks			
		Number of shares	Amount	Number of shares	Amount	Source of capital	Paid in properties other than cash	Others	Approval reference
August 2006	10	247,200,000	2,472,000,000	155,931,787	1,559,317,870	Capitalized earnings NT\$28.0627 million, employee bonus NT\$5.6 million Capitalized capital reserves NT\$42.094 million; NT\$80,425,250 (conversion from corporate bonds)	0	None	Letter Shang-Zi No. 09501185100 dated August 24, 2006
January 2007	10	247,200,000	2,472,000,000	156,163,928	1,561,639,280	NT\$2,321,410 (conversion from corporate bonds)	0	None	Letter Shang-Zi No. 09601008170 dated January 12, 2007
April 2007	10	247,200,000	2,472,000,000	158,887,131	1,588,871,310	NT\$27,232,030 (conversion from corporate bonds)	0	None	Letter Shang-Zi No. 09601087320 dated April 25, 2007
July 2007	10	247,200,000	2,472,000,000	160,940,691	1,609,406,910	NT\$20,535,600 (conversion from corporate bonds)	0	None	Letter Shang-Zi No. 09601160770 dated July 12, 2007
August 2007	10	247,200,000	2,472,000,000	169,948,887	1,699,488,870	Capitalized earnings NT\$62.4655 million, employee bonus NT\$12 million Capitalized capital reserves NT\$15.6163 million	0	None	Letter Shang-Zi No. 09601210270 dated August 31, 2007
January 2007	10	247,200,000	2,472,000,000	174,561,410	1,745,614,100	NT\$46,125,230 (conversion from corporate bonds)	0	None	Letter Shang-Zi No. 09601249620 dated October 12, 2007
January 2008	10	247,200,000	2,472,000,000	174,948,198	1,749,481,980	NT\$3,867,880 (conversion from corporate bonds)	0	None	Letter Shang-Zi No. 09701005760 dated January 11, 2008
April 2008	10	247,200,000	2,472,000,000	205,819,156	2,058,191,560	NT\$308,709,580 (conversion from corporate bonds)	0	None	Letter Shang-Zi No. 09701088600 dated April 11, 2008
August 2008	10	247,200,000	2,472,000,000	216,081,018	2,160,810,180	Capitalized earnings NT\$51.4547 million, employee bonus NT\$10 million Capitalized capital reserves NT\$41.1638 million	0	None	Letter Shang-Zi No. 09701215160 dated August 26, 2008
January 2008	10	247,200,000	2,472,000,000	198,081,018	1,980,810,180	NT\$ -180,000,000 (retirement of treasury stock)	0	None	Letter Shang-Zi No. 09701270770 dated October 24, 2008
December 2009	10	247,200,000	2,472,000,000	188,081,018	1,880,810,180	NT\$ -100,000,000 (retirement of treasury stock)	0	None	Letter Shang-Zi No. 09801293510 dated December 22, 2009
March 2012	10	247,200,000	2,472,000,000	185,171,018	1,851,710,180	NT\$ -29,100,000 (retirement of treasury stock)	0	None	Letter Shang-Zi No. 10101049820 dated March 23, 2012
May 2013	10	247,200,000	2,472,000,000	182,171,018	1,821,710,180	NT\$ -30,000,000 (retirement of treasury stock)	0	None	Letter Shang-Zi No. 10201095570 dated May 22, 2013
January 2014	10	247,200,000	2,472,000,000	180,000,018	1,800,000,180	NT\$ -21,710,000 (retirement of treasury stock)	0	None	Letter Shang-Zi No. 10301221430 dated October 28, 2014
August 2015	10	247,200,000	2,472,000,000	177,935,018	1,779,350,180	NT\$ -20,650,000 (retirement of treasury stock)	0	None	Letter Shang-Zi No. 10401171260 dated August 13, 2015
August 2016	10	247,200,000	2,472,000,000	169,935,018	1,699,350,180	NT\$ -80,000,000 (retirement of treasury stock)	0	None	Letter Shang-Zi No. 10501202410 dated August 16, 2016
March 2019	10	247,200,000	2,472,000,000	162,935,018	1,629,350,180	NT\$ -70,000,000 (retirement of treasury stock)	0	None	Letter Shang-Zi No. 10801031730 dated March 28, 2019
February 2020	10	247,200,000	2,472,000,000	159,435,018	1,594,350,180	NT\$ -35,000,000 (retirement of treasury stock)	0	None	Letter Shang-Zi No. 10901018580 dated February 10, 2020
May 2020	10	247,200,000	2,472,000,000	155,935,018	1,559,350,180	NT\$ -35,000,000 (retirement of treasury stock)	0	None	Letter Shang-Zi No. 10901072970 dated May 11, 2020
March	10	247,200,000	2,472,000,000	195,935,018	1,959,350,180	NT\$400,000,000 (additional capital via private	0	None	Letter Shang-Zi No. 11101044250 dated March

Month / Year	Issue price	Authorized capital		Paid-up capital		Remarks			
		Number of shares	Amount	Number of shares	Amount	Source of capital	Paid in properties other than cash	Others	Approval reference
2022						placement)			23, 2022
May 2024	10	300,000,000	3,000,000,000	198,990,162	1,989,901,620	NT\$30,551,440 (conversion from corporate bonds)	0	None	Letter Shang-Zi No. 11330078470 dated May 14, 2024
August 2024	10	300,000,000	3,000,000,000	202,916,552	2,029,165,520	NT\$39,263,900 (conversion from corporate bonds)	0	None	Letter Shang-Zi No. 11330141580 dated August 27, 2024
November 2024	10	300,000,000	3,000,000,000	205,138,930	2,051,389,300	NT\$22,223,780 (conversion from corporate bonds)	0	None	Letter Shang-Zi No. 11330199580 dated November 18, 2024

Share category	Authorized capital				Remarks
	Outstanding shares (public listed)	Treasury stock	Unissued shares	Total	
Registered ordinary shares	205,138,930	0	94,861,070	300,000,000	None

(II) List of major shareholders:

April 15, 2025

Serial number	Account number	Name of major shareholder	Number of shares held	Shareholding percentage (%)
1	60020	Shang Mei Precision Industrial Co., Ltd.	35,000,000	17.06%
2	1	Lin Mu-Ho	29,991,230	14.62%
3	115	Lin Feng-Jan	5,013,310	2.44%
4	127102	UPAMC OPTIMA Fund	2,493,000	1.22%
5	106253	Yen Chun-Chieh	2,152,000	1.05%
6	10	Lin Ching-Yuan	2,000,000	0.97%
7	13	Hui Chi Investment Co., Ltd.	1,986,758	0.97%
8	31740	JPMorgan Chase Bank in custody for Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds	1,797,325	0.88%
9	127033	Standard Chartered International Commercial Bank Business Department is entrusted with custody of Vanguard	1,594,929	0.78%
10	2	Lin Mu-Jung	1,190,469	0.58%

(III) Dividend policy and implementation status of the Company:

1. Dividend policy:

Dividends are proposed by the board of directors after taking into consideration a number of factors including the Company's business performance, capital requirements, capital budget, changes in the domestic/foreign environment, and shareholders' interests. Dividends should not exceed 75% of current year net income except under special circumstances. The Company is currently in the growth stage of its life cycle and is still in need of capital for expansion and investment. Cash dividends shall not amount to less than 10% of total dividends distributed each year.

2. Dividend distribution proposed for the next annual general meeting:

A proposal has been submitted to the 2025 annual general meeting for distribution of earnings for 2024, specifically the cash dividend at NT\$0.6 per share. The proposal was held satisfying the Articles of Incorporation.

3. Expected change in dividend policy: None.

(IV) Impacts of proposed stock dividends on the Company's business performance and earnings per share:

Not applicable.

(V) Remuneration to employees, directors and supervisors:

1. Percentage and range of employees'/directors'/supervisors' remuneration stated in the Articles of Incorporation:

According to Article 19 of the Company's Articles of Incorporation, any earnings concluded from year-end closing are first subject to taxation and reimbursement of previous losses, followed by a 10% provision for legal reserve, and then provision (or reversal) of special reserves as required by laws or the competent authority. Any surplus remaining from the above shall be distributed at board of directors' proposal, subject to acknowledgment in a shareholder meeting. This distribution shall include employee remuneration of no lesser than 2%, and director/supervisor remuneration of no higher than 2%.
2. Basis of calculation for employee/director/supervisor remuneration and share-based compensations; and accounting treatments for any discrepancies between the amounts estimated and the amounts paid.
 - (1) Amounts are estimated based on percentages specified in the Articles of Incorporation, which includes employee remuneration of no lesser than 2% of pre-tax profit and director/supervisor remuneration of no higher than 2% of pre-tax profit.
 - (2) Not applicable as no proposal was made to pay employees' remuneration in shares.
 - (3) If a different amount is resolved on a later date, the difference shall be treated as a change in accounting estimates and recognized as gains or losses in the year the resolution is made.
3. Remuneration passed by the board of directors
 - (1) Employee/director remuneration distributed in cash or in shares: Employee remuneration totaling NT\$18 million and director remuneration totaling NT\$1.5 million appropriated for 2024 were paid in cash. No variance exists between the amount recognized and estimated for the year.
 - (2) Amount and percentage of employee remuneration paid in shares, relative to current net income and total employee remuneration: Not applicable as no proposal had been made to pay employee remuneration in shares during the current shareholder meeting.
4. Employees'/directors'/supervisors' remuneration paid in the previous year: The Company paid NT\$7 million as the employee remuneration and NT\$1.5 million as the director remuneration in the previous year (2023). The amount actually paid was indifferent from the amount previously recognized.

(VI) Repurchase of the Company's own shares:

1. Buybacks completed: None.
2. Under execution: None.

II. Corporate bonds (including offshore corporate bonds), preferred shares, overseas depository receipts, employee stock options, restricted employee shares, and merger/acquisition/divestment or exchange of shares:

(I) Corporate bonds:

Type of corporate bond (Note 2)	Domestic 4th secured convertible corporate bonds (Note 5)	
Issuance (process) date	October 18, 2024	
Par amount	NT\$100,000 per unit	
Place of issuance and trading (Note 3)	Not applicable	
Issue price	Issued at 114.01% of the par value.	
Total	NT\$500,000,000 (actual total fund raised was NT\$570,040 thousand)	
Interest rate	Coupon rate: 0%	
Term	3 years, maturity date: October 18, 2027	
Guarantee institutions	Mega International Commercial Bank and CTBC Bank	
Trustee	First Commercial Bank, Ltd.	
Underwriter	CTBC Securities	
Certifying attorney	Ya-Wen Chiu, Attorney-at-Law of Handsome Attorneys-at-Law	
Certifying CPA	KPMG Michelle Wang, CPA and Yvette Chien, CPA	
Repayment method	Upon maturity, unless converted into ordinary shares of the Company, redeemed by the Company, or repurchased and cancelled from securities dealers' business premises, the bonds will be repaid in full in cash at face value.	
Unrepaid principal	NT\$500 million	
Terms of redemption or early settlement	Please refer to the regulations governing issuance for details.	
Restrictive clauses (Note 4)	None	
Name of credit rating agency, date of rating, and result of corporate bond rating	Not applicable	
With other rights	Amount that has been converted (exchanged or subscribed) in ordinary shares, global depository receipts or other marketable securities as of the date of publication of the annual report	None.
	Issuance and conversion (exchange or subscription) regulations	Please refer to the Company's Regulations Governing the Issuance and Conversion of the Domestic 4th Secured Convertible Corporate Bonds.

Type of corporate bond (Note 2)	Domestic 4th secured convertible corporate bonds (Note 5)
The method of issuing and converting, exchanging or subscription, the conditions under which the terms of issue may dilute the equity, and impact on existing shareholder equity	Based on the current conversion price, NT\$144.5, the degree of dilution is about 1.68% imputed in the context that the maximum number of ordinary shares that can be converted for the corporate bonds with a total face value of NT\$500,000 thousand is 3,460 thousand shares (NT\$500,000 thousand ÷ 144.5). As the creditors will exercise the conversion options at different points of time in the future, the total number of shares issued by the Company is gradually increased during the 3-year conversion period. Notwithstanding, the increase ratio is low, and the original dilution ratio of the shareholders' equity may be diluted step by step. Therefore, the dilution effect is considered limited.
Name of the custodian for exchanged object	Not applicable

Note 1: The issuance of corporate bonds includes public offering and private placement of corporate bonds. The public offering of corporate bonds in progress refer to those that have been put into effect (approved) by the Commission, The private placement of corporate bonds in progress refer to those approved per resolution by the Board of Directors.

Note 2: The number of sections is adjustable, if necessary.

Note 3: Fill in, in the case of overseas corporate bonds.

Note 4: Such as restrictions on payment of cash dividends, external investments, or requirement to maintain a certain percentage of assets.

Note 5: Private placements, if any, should be prominently marked.

Note 6: In the case of convertible corporate bond, exchangeable corporate bonds, corporate bonds issued under shelf registration or corporate bonds with warrants, it is necessary to further disclose the information about convertible corporate bonds, exchangeable corporate bonds, corporate bonds issued under shelf registration and corporate bonds with warrants by nature in a column format.

Information on convertible corporate bonds

Type of corporate bond (Note 1)	Fourth domestic secured convertible corporate bonds		
Year Item	2024	As of March 31, 2025 (Note 4)	
Market price of convertible corporate bonds (Note 2)	High	140	129.00
	Low	114.5	109.80
	Average	128.45	119.12
Conversion price	144.5	144.5	
Date of issuance (offering) and conversion price prevailing at the time of issuance	October 18, 2024 Conversion price: NT\$144.50	October 18, 2024 Conversion price: NT\$144.50	
Approach to perform the obligation of conversion (Note 3)	None	None	

Note 1: The number of sections is adjustable, if necessary.

Note 2: In the case of multiple trading locations of ECB, please identify it by the trading locations.

Note 3: Deliver issued shares, or issue new shares.

Note 4: To specify the information available in the current year until the date of publication of the annual report.

- (II) Preferred shares, overseas depository receipts, employee stock options, restricted employee shares, or merger/acquisition/divestment through exchange of shares: None

III. Progress on planned use of fund:

- (I) Execution of outstanding securities in the previous issuance or private placement:

On September 18, 2024, Letter Jin-Guan-Zheng-Fa-ZiNo. 1130356701 of the Financial Supervision Commission approved the conversion of issuing bank's fourth domestic secured convertible bonds, with the actual total amount raised of \$570,040 thousand.

The purpose of the capital utilization plan is as follows:

- A. Repayment of bank loans: The bank loan of \$300,040 thousand was repaid in the fourth quarter of 2024 as originally planned, and all repayments had been completed.
- B. Reinvestment in subsidiaries - Chenming Electronic Technology(Thailand) Co., Ltd. had been completed as originally planned in the first quarter of 2025.

- (II) Projects completed up until one quarter before the publication date of annual report or in the last three years that have yet to yield the desired outcome: Not applicable.

Four. Business Overview

I. Operations:

(I) Scope of business

1. Principal business activities

- (1) A variety of metallic machines, punching machines, steel molds, metallic electrical parts & components purchase, manufacturing, import and export, and trading (manufacturing of computer chassis, peripheral equipment and molds).
- (2) CC01030 Electric Appliance and Audiovisual Electric Products Manufacturing.
- (3) CC01060 Wired Communication Mechanical Equipment Manufacturing.
- (4) CC01050 Data Storage Media Units Manufacturing.
- (5) CC01070 Wireless Communication Mechanical Equipment Manufacturing.
- (6) CC01080 Electronics Components Manufacturing.
- (7) E605010 Computer Equipment Installation.
- (8) F113070 Wholesale of Telecommunication Apparatus.
- (9) F213060 Retail Sale of Telecommunication Apparatus.
- (10) F601010 Intellectual Property Rights.
- (11) I301010 Information Software Services.
- (12) I301020 Data Processing Services.
- (13) I301030 Electronic Information Supply Services.
- (14) I501010 Product Designing.
- (15) IE01010 Telecommunications Service Number Agencies.
- (16) ZZ99999 All business activities that are not prohibited or restricted by law, except those that are subject to special approval.

2. Principal business activities and weight

Unit: NT\$ thousand

Product	2024 sales amount	as a percentage of annual sales
PC and server chassis	9,112,078	97%
Mold	297,508	3%
Total	9,409,586	100%

3. The Company's current products (services)

Design, manufacture and sale of server chassis and personal computer chassis.

4. New products (services) planned for the future
 - (1) 1U and 2U Intel Edge MHS server design.
 - (2) Intel DC-MHS MDNO TYPE-2 2U server design.
 - (3) Continuous development and iteration of immersion cooling equipment.
 - (4) Development of 50KW air-assisted liquid cooling cabinets/energy-saving cabinets.
 - (5) Development of water-to-air, water-to-water, and other liquid cooling heat dissipation products.
 - (6) Continued development of testing, validation, and cooling solutions for various heat transfer and heat dissipation methods.

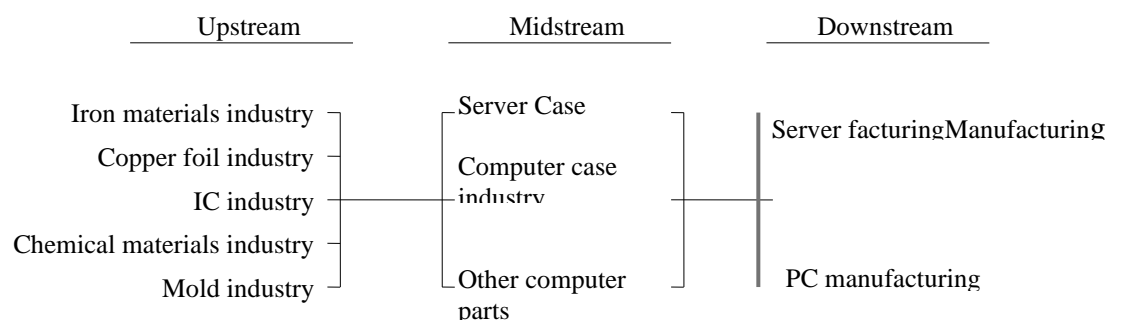
(II) Industry overview

1. Industry status and development

Computer and server chassis refer to the peripheral products affiliated to the computer industry and constitute a part of the hardware products in the IT industry. Given the implementation of new technologies such as smart manufacturing, smart factory, IoT, AI, big data, cloud computing, cybersecurity, and 5G, production and sale of consumer electronic parts and IT products still exhibit immense potentials in the future.

The Company will continue to move in the direction of smart innovation, technological application, industrial evolution and cloud intelligence to enhance its competitiveness and seize market opportunities. Therefore, in recent years, the Company has continuously sought breakthrough applications in processes and new technologies, and actively developed cloud server cases and liquid cooling cabinet products and customers to enter more diversified product types.

2. The correlation between upstream, midstream and downstream industries



3. Product trend and competition

In response to the vigorous development of the AI industry and the new opportunities that drive the related industry supply chain to move forward, the Company seizes the market trend and continues to implement automated production and intelligent process management to improve production efficiency and product quality. In light of emerging trends such as home-based economy, remote management, IoT applications, and cloud-based services, Chenming will be undergoing aggressive digital transformation as a means to increase revenues, asset size, and profits in shareholders' favor.

(III) Technological research and development

1. Annual R&D expenses for the last 5 years

Unit: NT\$

thousand	2020	2021	2022	2023	2024
R&D expenses	52,899	57,223	58,226	55,981	64,910
Operating revenue	6,124,518	5,284,564	6,519,734	6,461,562	9,409,586
R&D expenses as a percentage of net operating revenues	0.86%	1.08%	0.90%	0.87%	0.69%

Note: As of the publication date of annual report, no auditor-reviewed financial information was available for the first quarter of 2025.

2. Technologies or products successfully developed

- (1) Completed the development of 1U and 2U Nvidia MGX AI Server and 2U Edge AI chassis designs.
- (2) Completed the development of small tower and mid-tower Gaming PC products which were showcased at Computex 2024.
- (3) Continued development of standardized immersion cooling equipment.
- (4) Completed the development of 30KW liquid cooling cabinet/energy-saving cabinet which was showcased at Computex 2024.
- (5) Development of heat transfer, heat dissipation test verification and heat dissipation countermeasures.

(IV) Long and short-term business plans

1. Short-term business plans

- (1) In addition to increasing product orders from existing customers,

the Company will actively explore new customers to secure the growth of its revenues.

- (2) Increase the percentage of high value-adding products sold and achieve growth in terms of revenues and profitability.
- (3) Expand Asian and emerging markets.
- (4) Coordinate marketing, production, and logistic resources throughout the group to achieve maximal efficiency.

2. Long-term business plans

- (1) Recruit top talents, enhance marketing, R&D and global logistics capacity to maintain the Company's overall competitiveness.
- (2) Invest into the research and development of key components for PC and communication devices, and convert into growth momentum.
- (3) Actively strive to expand the liquid cooling cabinet and energy-saving cabinet OEM business and ensure stable growth in sales volume.

II. Market and sales overview

(I) Market analysis

1. Locations where products are primarily sold, and market share information

The Company's main products refer to computers and server chassis. The Company exports most of the products it produces. It manufactured approximately 16.93 million units of computers and server chassis during the year.

Unit: NT\$ thousand

Major regional markets	2022		2023		2024	
	Sales amount	Sales percentage	Sales amount	Sales percentage	Sales amount	Sales percentage
Mainland China	2,297,450	35.24%	2,510,896	38.86%	3,424,618	36.40%
Taiwan	1,534,176	23.53%	1,824,663	28.24%	2,524,536	26.83%
USA	2,156,130	33.07%	1,804,955	27.93%	3,153,104	33.51%
Other countries	531,978	8.16%	321,048	4.97%	307,328	3.26%
Total	6,519,734	100.00%	6,461,562	100.00%	9,409,586	100.00%

2. Future market supply, demand and growth

(1) Future market supply and demand

In the future, it is expected that the upsurge of generative AI will continue to drive the growth of global AI server shipments, and also the global server industry and market demand. Given the world-wide implementation of new technologies such as smart manufacturing,

smart factory, IoT, AI, big data, cloud, information security and 5G, the development of servers and data centers will be driven so as to stimulate the demand for computing, storage and network. Generally speaking, the demand for servers and components will continue to grow steadily.

(2) Future market growth

The casing industry is closely related to the information industry. Although the demand for desktop computers has decreased, the demand for networking and home digitization has continued to increase due to the vigorous development of the AI industry. In response to market demands such as the stay-at-home economy, remote management, IoT applications, cloud services, and the vigorous development of 5G products, future growth is expected.

3. Competitive advantage

(1) Superior R&D and design capability

(2) Comprehensive production procedures and product lines

(3) Possession of key technology in mold design and development

(4) Fast and reliable product delivery

Furthermore, the Company's strong financial position combined with fast, reliable production capabilities are the advantages that distinguish ourselves from competitors.

4. Opportunities, threats and responsive measures

(1) Opportunities

A. The styles, main components and materials of the casing products can be selected in different ways, providing diversified products to meet the needs of various types of customers.

B. The Company works with world-renowned IT brands and is constantly developing new products.

C. The Company maintains long-term relationship with suppliers to secure the source of its materials, and competitiveness of its products.

D. Continue to develop AI server-related products, provide server water cooling and immersion liquid cooling solutions to serve customers, and strive for new orders.

(2) Threats and response measures

Due to the low-price competition among low-end case manufacturers, the overall market order has been disrupted. In addition, the increase in labor costs has eroded the gross profit of the casing industry. The Company will continue to invest in intelligent production to reduce cost and increase product functionality to increase product added value and improve its

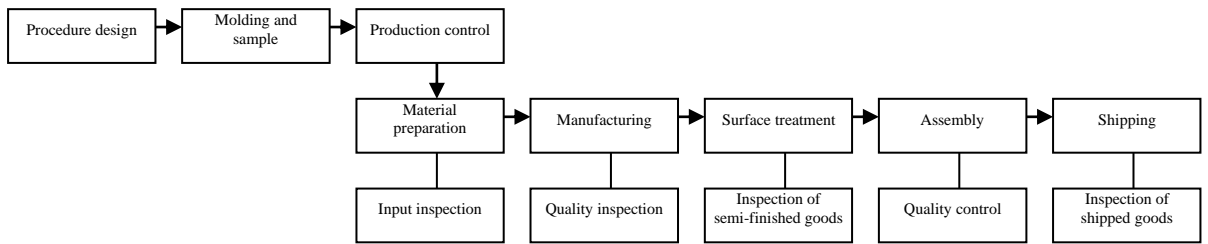
profits. In addition, due to the continuous increase in customer scale and level, fast and flexible delivery has become a key factor in winning orders. The Company continues to improve the smoothness of the process, coordinate with suppliers for delivery, enhance customer service management, and improve customer service quality.

(II) Main product applications and production processes:

1. Main product applications

The Company's main business activities are the production and sale of computer chassis, server chassis and related components. Its products are used for the assembly and for protection of desktop PC and servers.

2. Production process



(III) Supply of key materials:

Product	Main materials	Supplier origin	Supply
PC and server chassis	Galvanized steel	Taiwan and China	Good
	Plastic grain	Taiwan and China	Good
	Power supply unit	Taiwan and China	Good
	Other electronic	Taiwan and China	Good

(IV) Name of customer representing more than 10% of total purchases (sales) in any of the previous two years, and the amount and percentage of purchase (sale), and the cause of any variation:

1. Main suppliers in the last two years

Unit: NT\$ thousand

Item	2023				2024				2025 up until the previous quarter (Note 2)			
	Name	Amount	As a percentage of annual net purchases (%)	Relationship with the issuer	Name	Amount	As a percentage of annual net purchases (%)	Relationship with the issuer	Name	Amount	As a percentage of net purchases [%] in the previous quarter of the current year	Relationship with the issuer
1	Company A	354,846	9.84%	None	Company A	803,211	12.39%	None	Note 2	Note 2	Note 2	Note 2
	Others	3,252,314	90.16%	None	Others	5,677,839	87.61%	None	Note 2	Note 2	Note 2	Note 2
	Net purchase	3,607,160	100%		Net purchase	6,481,050	100%		Note 2	Note 2	Note 2	Note 2

Note 1: List the names of suppliers that represent more than 10% of purchases made in the last two years, and individual amount and percentage of total purchase; use alias if the contract does not permit disclosure of supplier's name or if the counterparty is an unrelated natural person.

Note 2: As of the publication date of annual report, no auditor-reviewed financial information was available for the first quarter of 2025.

Change in main suppliers in the last two years and cause of variation:

Item	Name	Amount in 2023	Amount in 2024	Difference between the two periods	Cause of variation
1	Company A	354,846	803,211	448,365	Increased order and demand
2	Others	3,252,314	5,677,839	2,425,525	Increased order and demand
3	Net purchase	3,607,160	6,481,050	2,873,890	Increased order and demand

2. Main customers in the last two years

Unit: NT\$ thousand

Item	2023				2024				2025 up until the previous quarter (Note 2)			
	Name	Amount	As a percentage of annual net sales (%)	Relationship with the issuer	Name	Amount	As a percentage of annual net sales (%)	Relationship with the issuer	Name	Amount	As a percentage of current year net sales up till the previous quarter (%)	Relationship with the issuer
1	Company A	1,852,323	29%	None	Company A	3,187,556	34%	None	Note 2	Note 2	Note 2	Note 2
2	Company B	1,385,162	21%	None	Company B	1,767,187	19%	None	Note 2	Note 2	Note 2	Note 2
3	Company C	819,003	13%	None	Company C	1,072,126	11%	None	Note 2	Note 2	Note 2	Note 2
	Others	2,405,074	37%	None	Others	3,382,717	36%	None	Note 2	Note 2	Note 2	Note 2
	Net sales	6,461,562	100%	None	Net sales	9,409,586	100%		Note 2	Note 2	Note 2	Note 2

Note 1: List the names of suppliers that represent more than 10% of purchases made in the last two years, and individual amount and percentage of total purchase; use alias if the contract does not permit disclosure of supplier's name or if the counterparty is an unrelated natural person.

Note 2: As of the publication date of annual report, no auditor-reviewed financial information was available for the first quarter of 2025.

Cause of customer changes in the last two years:

Item	Name	Amount in 2023	Amount in 2024	Difference between the two periods	Cause of variation
1	Company A	1,852,323	3,187,556	1,335,233	Increase in customer's demand
2	Company B	1,385,162	1,767,187	382,025	Increase in customer's demand
3	Company C	819,003	1,072,126	253,123	Increase in customer's demand
	Others	2,405,074	3,382,717	977,643	Increase in customer's demand
	Net sales	6,461,562	9,409,586	2,948,062	

III. Employee size, average years of service, average age, and academic background in the last 2 years up till the publication date of this annual report:

Year		2023	2024	2025 up until March 31
Employee count	Indirect employees	1,049	1,273	1,204
	Direct employees	2,464	3,163	3,403
	Total	3,513	4,436	4,607
Average age		35.63	33.97	34.57
Average years of service		4.18	3.62	3.41
Distribution of academic background (%)	Doctoral Degree	0.06%	0.04%	0.04%
	Masters Degree	0.37%	0.45%	0.46%
	Bachelors Degree	11.82%	12.11%	12.03%
	Senior High School	13.95%	18.05%	19.16%
	Below high school	73.80%	69.34%	68.31%

IV. Contribution to environmental protection

- (I) Losses (including damage compensation) arising as a result of pollution in the last three years up until the publication date of annual report (including any violation against environmental protection law found during environmental inspection; explain the date of penalty, reference number, the laws violated, the violating action, and the nature of penalty), and response measures: None.
- (II) Describe the current pollution situation and how improving the situation may affect the Company's earnings, competitiveness, and capital expenditure; estimate major capital expenditures on environmental protection in the next 3 years: None.

V. Labor-management relations

- (I) Availability and execution of employee welfare, education, training and retirement policies; elaborate on the agreements between employers and employees, and protection of employees' rights:
1. Welfare

The Company has established an Employee Welfare Committee in accordance with the Employees' Welfare Funds Act to oversee all matters relating to employees' welfare. Contributions are made to the welfare fund on a monthly basis.

All employees are covered by Labor Insurance and National Health Insurance as required by the Labor Insurance Act and the National Health Insurance Act, which entitles them to various benefits under the Labor Insurance Scheme. The Company's offers the following benefits to employees: birthday gift, wedding/funeral subsidy, festive gift, employee trip, festive bonus, magazine subscription, year-end party lucky draw, Labor and National Health Insurance, group insurance, and yearly health checkups.

2. Training and continuing education

The Company organizes internal and external training based on employees' needs and helps them develop the professional skills needed to improve work efficiency.

In 2024, there were 336 participants in the education and training courses, with a total of 1,102 training hours. The training courses covered safety education and health, ESG, legal security, information security, financial accounting, corporate governance and internal control.

3. Pension system and its implementation

The Company complies with regulations and has been contributing a sum totaling 6% of employees' monthly salaries into their personal accounts held under the Bureau of Labor Insurance for all employees who came onboard after July 1, 2005 and for existing employees who opted for the new pension scheme introduced by the Labor Pension Fund Act. Meanwhile, the Company continues to make appropriate contributions to the pension fund account held with Bank of Taiwan according to its pension policy for existing employees who opted for the old pension scheme and for existing employees who opted for the new scheme (based on the years of service completed under the old scheme). In August 2020, the Company submitted a request to the Bureau of Labor Insurance to settle and clear off all employees' years of service accumulated under the old scheme. Employees who are assigned from one related company to another may have years of service carried forward. It is the Company's intention to provide employees with as much protection as possible to facilitate circulation of talents within the group.

Overseas subsidiaries adopt the defined contribution pension plan, in which they make monthly contributions to the pension, healthcare and social security systems as required by local governments.

4. Status of labor-management agreements and measures for preserving

employees' rights and interests

Any amendments to employment terms are fully negotiated and communicated between the management and the employees before execution. As a result, no employment dispute has occurred to this day.

- (II) Losses arising as a result of employment disputes in the last year up until the publication date of annual report (including violations against Labor Standards Act found during labor inspection; explain the date of penalty, reference number, the laws violated, the violating action, and the nature of penalty); disclose current and possible future losses and state any response actions:

The Company encountered no employment dispute in the last year up till the publication date of this annual report that resulted in losses. Furthermore, given the harmonic labor-management relations the Company has maintained to date, it is extremely unlikely to suffer losses from employment dispute in the future.

VI. Cybersecurity management

- (I) Explain the cybersecurity risk management framework, cybersecurity policy, management practices, and resources committed:

1. Cybersecurity risk management framework

In order to enhance the information security management, avoid internal/external threat and destruction, intentional or negligent, and mitigate potential risk and loss, the Company's Information Center shall be responsible for the information security governance, planning, supervision and promotion, and shall report the overview of information security governance to the Board of Directors periodically. The cybersecurity management organization comprises the head of IT Center and executors of cybersecurity programs. Members of the management organization are assigned different responsibilities including: creation of cybersecurity system, implementation of cybersecurity technology, and cybersecurity audit. Cybersecurity system creators are responsible for the establishment and maintenance of cybersecurity system, whereas implementers are responsible for implementing the cybersecurity system, including network management and system management, and cybersecurity auditors are tasked with the duty of organizing internal as well as

external audits on cybersecurity.

2. Cybersecurity policy

The Company has devised its cybersecurity policy based on recommendations, and adopted management practices for different information systems. Designs such as high availability (HA) architecture, data backup (including transaction history backup, discrepancy backup, and complete backup), and remote server support have been incorporated to ensure continuity of service. A dedicated lease line is being used to transfer backup data to the remote site. The Company holds redundancy drills each year to ensure that all redundancy measures are functional and provide proper support to system recovery.

The Company anticipates the impacts of major cybersecurity incidents, and devises response measures in advance while keeping employees up to date on the actions to take. Out of respect for cybersecurity threats, the Company makes arrangements to have employees undergo cybersecurity training on a yearly basis, and in doing so promotes cybersecurity risk awareness. The Company conducts regular cybersecurity audits to ensure that its cybersecurity system remains relevant and functional.

To check the information assets list periodically each year, and perform the risk evaluation based on the information security issues, information security incident and audit results, and invest adequate resources to improve, or enhance the control measures against, high-risk items to mitigate or remove the risk.

3. Management solutions and commitment of cybersecurity management resources

The Company establishes the computer virus security protection management procedure and countermeasures, and assess the upgrading of software/hardware equipment and resources each year to ensure that various information operations satisfy the related legal requirements.

The following cybersecurity measures have been adopted to date:

- (1) Endpoint risk: The Company requires individual users to make regular password changes and uses software to detect endpoint threats on an ongoing basis.

- (2) Network risk: Threats from the Internet are being detected in real-time using a multi-layer structure. Any intrusion threat intercepted from the Internet is notified through mail on a regular basis.
- (3) Bug risk: The Company addresses bug risk by regularly updating the scanning system, checking external servers for potential vulnerabilities, tightening management over system patching, and making use of bug detection and patching platforms as deemed necessary. Known bugs identified at endpoints are patched on a regular basis.

Enhancement of cybersecurity protection:

- (1) Equipment is replaced with processes upgraded to improve system availability and security.
- (2) By upgrading to next-generation firewall and adopting dual-layer defense, the Company is able to improve the scope and depth of cybersecurity protections.
- (3) By introducing the use of VPN, employees are able to work remotely while being protected.
- (4) Dual-factor authentication has been implemented to prevent loss of password or account hack.
- (5) Antivirus and anti-intrusion measures have been installed. The Company monitors virus detection on a regular basis, and adopts virus protection and elimination measures as deemed necessary.
- (6) A mail protection system has been implemented to block malicious attachments and phishing links, and thereby protect internal systems from social engineering attacks.

Resources invested in information security management:

Information security has become an important issue in the Company's operations. The Company's information security management practices and resource investments are as follows:

- (1) Designated staff: There is a full-time information security supervisor and an "Information Security Department" who are responsible for the Company's information security planning, information security system operation, technology introduction and related audit matters to maintain and continuously strengthen information security.
- (2) Information security alert notification and incident management: According to the information security incident management regulations, ensure that the Company's information security

incident reporting, processing, statistics and tracking operations are institutionalized and systematized. The Company has established a security incident record form to promptly report and respond to information security incidents when they occur, and respond in the shortest possible time to ensure the normal operation of various businesses.

- (3) To prevent the risk of important information systems being unable to continue their services due to major disaster events, the Company conducts a test or written exercise of the information business continuity plan or the information security incident emergency response plan at least once every six months to ensure that the Company can exert its disaster response capabilities and disaster recovery mechanisms at critical moments to ensure that its operations are not interrupted.

In addition, the computer center's backup management personnel select some backup storage media or backup equipment at least once a year to perform backup data recovery testing to confirm the readability of the backup data, the availability of the storage media, and the feasibility of the important asset recovery test steps to ensure that effective backup operations can be completed within the time allocated for the recovery operation steps.

4. The Company's information security implementation results:

- (1) The Group's firewalls successfully blocked more than 600,000 attacks and threats, with an average of more than 55,000 times/month.
- (2) Spam protection successfully blocked more than 24,000 virus threat emails, an average of 2,000 emails per month.
- (3) Terminal device antivirus software successfully discovered and blocked nearly 5,000 virus and spyware attacks.
- (4) Joined TWCERT/CC Taiwan Computer Network Crisis Response and Coordination Center to obtain the latest information security information.
- (5) Participated in external information security related seminars for 12 hours per year.

- (II) Losses and possible impacts as a result of major cybersecurity incident in the last year up until the publication date of annual report, and response measures:

As of the publication date of annual report, the Company did not discover

or encounter significant adverse impact from any major online attack or incident. Meanwhile, the Company continues to devote attention to new cybersecurity trends and technologies, and adopts practices accordingly to block new security threats and reduce business risks.

VII. Major contracts: None.

Five. Review and Analysis of Financial Position and Business Performance, and Risk Management Issues

I. Financial position

Unit: NT\$
thousand

Item \ Year	2023	2024	Variation	
			Amount	%
Current assets	3,759,806	5,609,322	1,849,516	49.19
Long-term investments	0	0	0	0
Fixed assets	2,234,718	2,524,090	289,372	12.95
Other assets	528,669	542,201	13,532	2.56
Total assets	6,523,193	8,675,613	2,152,420	33.00
Current liabilities	2,399,718	3,510,422	1,110,704	46.28
Long-term liabilities	433,900	203,877	(230,023)	(53.01)
Other liabilities	431,121	513,473	82,352	19.10
Total liabilities	3,264,739	4,227,772	963,033	29.50
Share capital	1,959,350	2,051,389	92,039	4.70
Capital reserve	380,656	765,025	384,369	100.98
Retained earnings	990,051	1,642,068	652,017	65.86
Other equity items	(71,603)	(10,641)	60,962	-85.14
Total shareholders' equity	3,258,454	4,447,841	1,189,387	36.50

Explanation to major variations:

1. Current assets: The increase in accounts receivable and ending inventory was due to the increase in revenue.
2. Current liabilities: Due to the increase in accounts payable caused by the increase in revenue.
3. Long-term liabilities: Convertible corporate bonds are issued to repay long-term loans in advance.
4. Capital surplus: Due to issuance of domestic secured convertible corporate bonds resulting in the increase in capital surplus for stock options.
5. Retained earnings: Due to increase in current net income.
6. Other equity: Due to exchange differences in the translation of financial statements of foreign operations.

Note 1: All above financial information was taken from audited consolidated financial statements.

Note 2: Explanations are provided for variations above 20% and amounting to NT\$10 million or higher.

Note 3: Percentages are calculated on same accounts shown in different financial statements

Note 4: Variation percentage is calculated by designating previous year's value at 100%

II. Business performance

Unit: NT\$
thousand

Item	Year		Increase (decrease) amount	Variation %
	2023	2024		
Operating revenue				
Sales revenue	6,461,562	9,409,586	2,948,024	45.62
Less: Sales return	0	0	0	0
Sales discount	0	0	0	0
Net operating revenues	6,461,562	9,409,586	2,948,024	45.62
Operating costs	5,698,434	7,944,135	2,245,701	39.41
Gross profit	763,128	1,465,451	702,323	92.03
Operating expenses	535,514	662,574	127,060	23.73
Operating profit	227,614	802,877	575,263	252.74
Non-operating revenues	125,208	212,029	86,821	69.34
Non-operating expenses	60,656	98,449	37,793	62.31
Pre-tax profit	292,166	916,457	624,291	213.68
Income tax expense	39,022	186,066	147,044	376.82
Net income	253,144	730,391	477,247	188.53

(I) Explanation to major variations:

1. Operating revenue: Mainly due to the increase in customer demand for server products.
2. Operating gross profit: Mainly due to the increase in revenue from server products.
3. Operating expenses: The increase in freight costs was due to the increase in revenue.
4. Operating profit: Mainly due to the increase in customer demand for server products.
5. Non-operating income: Due to fluctuations in foreign exchange rates.
6. Non-operating expenses: Due to disposal of assets.
7. Income tax expense: Mainly due to the increase in revenue and the increase in net profit before tax.

(II) Expected sales volume and basis of estimate: The Company does not produce financial forecasts, hence not applicable.

(III) Possible financial impacts and responsive plans: The Company does not produce financial forecasts, hence not applicable.

Note 1: All above financial information was taken from audited consolidated financial statements.

Note 2: Explanations are provided for variations above 20% and amounting to NT\$10 million or higher.

Note 3: Percentages are calculated on same accounts shown in different financial statements

Note 4: Variation percentage is calculated by designating previous year's value at 100%

III. Cash flow

(I) Liquidity analysis for the last 2 years

Item \ Year	2023	2024	Variation (%)
Cash flow ratio	57.51	14.18	-75%
Cash flow adequacy ratio	91.96	81.65	-11%
Cash reinvestment ratio	30.26	7.82	-74%
Cash flow ratio, cash flow adequacy ratio, and cash reinvestment ratio decreased: Due to the decrease in cash flow from operating activities.			

(II) Improvements for lack of liquidity: The Company's current ratio stood at 159.79%, which presents no concern for lack of liquidity.

(III) Liquidity analysis for the next year

Unit: NT\$ thousand

Opening cash balance (1)	Projected net cash flow from operating activities for the year (2)	Projected cash outflow for the year (3)	Projected cash surplus (deficit) (1)+(2)-(3)	Remedy for estimated cash shortage	
				Investment plans	Financing plans
977,987	810,408	608,136	1,180,259	0	0
1. Analysis of cash flow for the year: (1) Operating activities: Mainly due to increasing net income expected in the following year. (2) Investing activities: mainly due to increasing machinery/equipment investments expected in the following year. (3) Financing activities: Mainly due to decreasing loans expected in the following year. 2. Responsive measures and liquidity analysis on expected cash flow deficits: Not applicable.					

IV. Material capital expenditures in the last year and impact on business performance:

- (I) Major capital spendings and source of capital: None.
- (2) Expected benefits: None.

V. Causes of profits or losses incurred on investments in the last year, and any improvements or investments planned for the next year:

The Company operates as an operations center in Taiwan, and establishes production sites overseas. Investment gains in 2024 were mainly attributed to increased operating revenues and operating profits from investees recognized

using the equity method. The Company will plan its investments for the next year based on the state of the industry and the Company's growth requirements. Investments will be carefully reviewed and presented to the board of directors for final approval.

VI. Evaluation of risk management issues in the last year up till the publish date of this annual report

- (I) Impact of interest rate, exchange rate, and inflation on the company's earnings, and responsive measures:
1. Exchange rate changes:

The Company has always been mindful of exchange rate changes, and continues to execute the following measures as response:

 - A. Natural hedge of assets and liabilities: The Company exports most of its products. Sales are mainly denominated in USD, while purchases made with suppliers are also mostly denominated in USD. This arrangement enables most recurring foreign currency-denominated sales and purchases to be offset against each other, and thereby achieve natural hedge.
 - B. The Treasury Department maintains close communication with foreign currency departments of various banks, and constantly monitors exchange rate changes and trends to minimize adverse impacts of exchange rate fluctuation.
 - C. Effects of exchange rate variation are taken into consideration when offering quotes to customers. The Company adopts a conservative estimate in this regard in order to minimize the impacts that exchange rate volatility may have on product margin.
 - D. At times of high exchange rate fluctuation, the Company would use other tools such as forward exchange to hedge and mitigate exchange rate risks.
 2. Interest rate changes:

The Company pays close attention to local and foreign interest rates and is able to borrow at favorable rates. It maintains good relationship with banks to make sure that loans are drawn at more favorable rates, and thereby reduce borrowing costs.

As of the publication date of this annual report, interest rate variations had not caused any significant impact on the Company's profit and loss.
 3. Inflation:

The Company and its subsidiaries always pay attention to market price fluctuations and maintain good interactive relationships with suppliers and customers. As of the date of publication of the annual report, the Company has not suffered any significant impact from inflation.
- (II) Policies on high-risk and highly leveraged investments, loans to third parties, endorsements / guarantees, and trading of derivatives; describe

the main causes of any profits or losses incurred and future responsive measures:

The Company adopts a pragmatic business approach that aims to deliver consistent performance. Aside from long-term business investments, the Company does not engage in any high-risk or highly leveraged investment.

1. The derivatives held by the Company are forward foreign exchange transactions. Since the trading counterparts are international financial institutions with outstanding credit, the possibility of default of the counterparts is very low. Therefore, the Company's derivative transactions involving low credit risk. The Company held derivatives primarily for hedging, and the resulting gains and losses will offset the gains and losses on the hedge items. Therefore, the market risk is very low.
2. The Company's fund lending, endorsement and guarantee and derivative product transactions are all handled in accordance with the policies and corresponding measures stipulated in the Company's "Procedures for External Party Lending, Endorsement, and Guarantee" and "Procedures for the Acquisition or Disposal of Assets".
3. The Company offers endorsements and guarantees to overseas business investments in which it holds 100% ownership. These endorsements/guarantees are intended to help business investments obtain credit limit with local banks, and thereby reduce the need and cost for cross-border fund transfer. The Company will continue to execute the above transactions strictly in accordance with procedures to protect the Company's interests.

(III) Future research and development plans and projected expenses:

I. Research and development plans :

1. 1U and 2U Intel Edge MHS server design.
2. Intel DC-MHS MDNO TYPE-2 2U server design.
3. Continuous development and iteration of immersion cooling equipment.
4. Development of 50KW air-assisted liquid cooling cabinets/energy-saving cabinets.
5. Development of water-to-air, water-to-water, and other liquid cooling heat dissipation products.
6. Continued development of testing, validation, and cooling solutions for various heat transfer and heat dissipation methods.

II. R&D expenses are budgeted based on the development progress of new products and new technologies. R&D expenses are raised progressively in line with business performance to secure the Company's competitive advantage.

The Company expects to spend NT\$75,000 thousand on R&D in 2025 to achieve the above targets.

(IV) Financial impacts and response measures in the event of changes in local and foreign regulations

The Company conducts its business in accordance with important domestic and foreign policies and laws and regulations, constantly pays attention to the development trends of important domestic and foreign policies and legal changes, and adopts appropriate countermeasures in response to changes in the market environment. As of the date of publication of the annual report, the Company's finance and business have not yet been affected by changes in important domestic and foreign policies and laws.

(V) Financial impacts and response measures in the event of technological or industrial changes (including cybersecurity risks):

In order to meet the changes in the product market and the needs of customers, the Company needs to continue to change production processes and develop new technologies, as well as update equipment in a timely manner, expand production capacity, implement automated production equipment and intelligent process management to improve production efficiency and product quality, and provide more comprehensive service to customers to expand market presence and establish differential competitive advantages. In order to diversify the risks caused by industrial changes, and strengthen cost control and cash management to maintain the Company's competitiveness, and control the impact on the Company's business and finance.

Information security risk evaluation analysis

1. Information security policy

In order to enhance the information security management, avoid internal/external threat and destruction, intentional or negligent, and mitigate potential risk and loss, the Company's Information Center shall be responsible for the information security governance, planning, supervision and promotion, and shall report the overview of information security governance to the Board of Directors periodically.

2. Information security management operating effectively and keeping improved

The Company establishes the computer virus security protection management procedure and countermeasures, and assess the upgrading of software/hardware equipment and resources each year to ensure that various information operations satisfy the related legal requirements. The following cybersecurity measures have been adopted to date:

- (1) Endpoint risk: The Company requires individual users to make regular password changes and uses software to detect endpoint threats on an ongoing basis.
- (2) Network risk: Threats from the Internet are being detected in real-time using a multi-layer structure. Any intrusion threat intercepted from the Internet is notified through mail on a

regular basis.

(3) Bug risk: The Company has endpoint bug detection and patching platforms in place to address bug risks. Known bugs identified at endpoints are patched on a regular basis.

3. Assessment on information security and network risk

To check the information assets list periodically each year, and perform the risk evaluation based on the information security issues, information security incident and audit results, and invest adequate resources to improve, or enhance the control measures against, high-risk items to mitigate or remove the risk.

4. Effect of major information security incident, if any, and responsive measures:

By the date of publication of the annual report, the Company has not yet discovered any major cyber attack or incident, or major adverse effect produced to the Company. The Company also kept concerning the information security news and technology, and also kept improving the defensive or management approaches to block any new type of information security threat effectively and mitigate the business risk accordingly.

(VI) Crisis management, impacts, and response measures in the event of a change in corporate image:

The Company has maintained good reputation and encountered no significant change in the last year that resulted in corporate crisis. The Company remains committed to its existing business philosophy and encountered no change in corporate culture. Its comprehensive talent training program combined with a people-oriented management approach have successfully attracted outstanding talents and advanced knowledge into the organization. These advantages have been materialized into actual performance results and returned to shareholders in the form of profits, and to the public in the form of corporate social responsibilities. As of the publication date of this annual report, the Company encountered no change of corporate image that resulted in corporate crisis.

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

The Company had no merger or acquisition planned as at the publication date of this annual report.

(VIII) Expected benefits, risks and responsive measures associated with plant expansions:

In response to the impact of the Sino-US trade war and long-term development strategies and operational needs, and in line with the business planning of core customers, the Company purchased land in Thailand in 2023 to establish a production base to meet customer needs and disperse the risks of major production capacity being located in a single region, thereby enhancing the flexibility and competitiveness of the global layout.

Expected benefits:

1. Reduce the impact of future global trade wars, single-region production and geopolitical risks.
2. Tax incentives
3. Provides the additional production capacity needed to meet the market's increasing demands for 5G, AI, and IoT solutions.

Potential risks:

1. Risks of political uncertainty and exchange rate fluctuations.
2. Issues of laws, administrative efficiency and cultural differences.

Response measures:

1. Adopt smart production and automation solutions for lower labor cost and improved production efficiency.
2. Continually coordinate with customers to establish off-site backup to support business strategies and allow flexible adjustments.
3. Long-term strategic cooperation with local governments and schools to cultivate long-term talent and increase recruitment channels.
4. Regularly monitor the trend of exchange rate changes.

(IX) Risks and responsive measures associated with concentrated sales or purchases:

1. Risk of concentrated purchase and responsive measures: The Company chooses to work only with reputable and qualified suppliers. Doing so not only assures flexibility and consistency of its supplies, but also provides the Company with the bargaining power needed to reduce costs. Meanwhile, the Company actively sources new suppliers, explores alternative materials, and manages inventory to minimize risk of supply shortage. Overall, the Company is not prone to the risk of concentrated purchase or supply disruption.
2. Risk of concentrated sales and responsive measures: The Company sells its products mostly to renowned high-tech manufacturers local and abroad. Its customer base is diverse and stable, and exhibits no concentration of sales. In addition to maintaining sound relationship with existing customers, the Company also tries to diversify its customer base by developing new products, markets and customers, and thereby reduce sales concentration risk to the minimum.

(X) Impacts, risks and responsive measures following a major transfer of shareholding by directors, supervisors, or shareholders with more than 10% ownership interest:

There had been no significant transfer of shareholding by directors, supervisors or major shareholders with more than 10% ownership up till the publication date of this annual report.

(XI) Impacts, risks and responsive measures associated with a change of management:

The Company encountered no change of management, hence not applicable.

(XII) Major litigations, non-contentious cases, or administrative litigations

involving the company or any director, supervisor, President, person-in-charge or major shareholder with more than 10% ownership interest, whether concluded or pending judgment, that are likely to pose significant impact to shareholders or security prices of the company.

Disclose the nature of dispute, the amount involved, the date the litigation first started, the key parties involved, and progress as of the publication date of this annual report:

No such situation existed as of the date of publication of the annual report.

(XIII) Other material risks and responsive measures:

In terms of information security, the Company actively deploys data backup mechanisms to ensure the integrity of its data. Recent analysis of information security threats shows that the threats mainly come from external hacker attacks and computer viruses. As the root causes of such information security incidents, the focus of subsequent information security work is to enhance employees' awareness of external malicious attacks, strictly prohibit the use of unknown computer programs, and strengthen information security reporting.

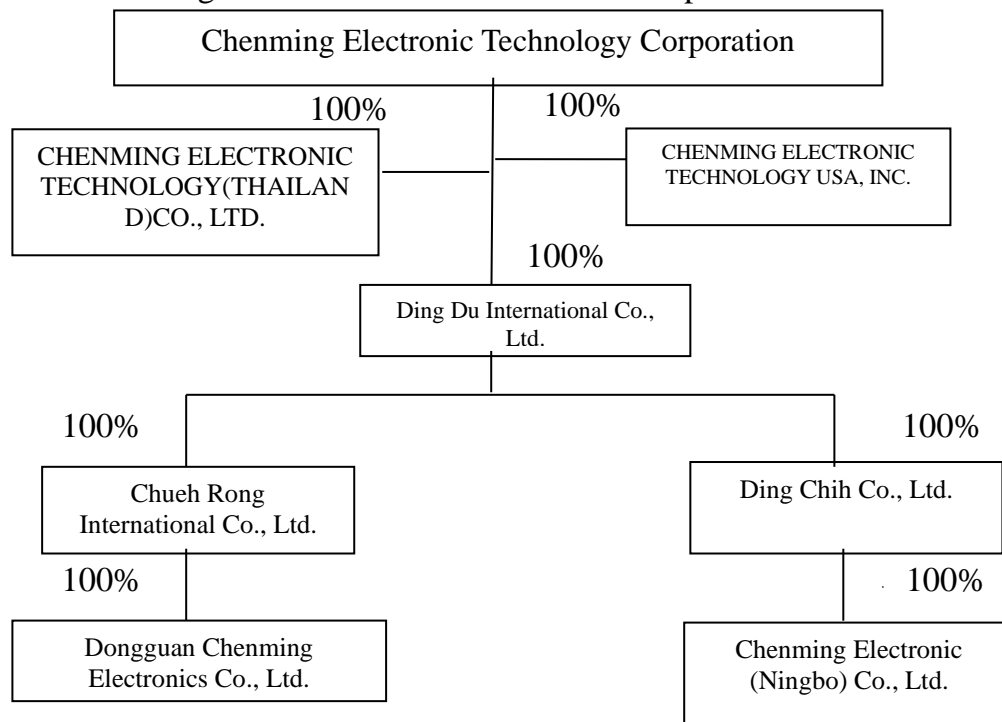
VII. Other important matters: None.

Six. Special Remarks

I. Information of affiliated companies

(I) Consolidated business report

1. Organizational chart of affiliated companies:



2. Profile of affiliated companies

Unit: NT\$

Name	Date of establishment	Address	Paid-in capital	Main business activities or products
Ding Du International Co., Ltd.	September 30, 1999	Offshore Chambers P.O.Box217,Apia,Samoa	64,557,960 (USD)	Investment holding company
Chueh Rong International Co., Ltd.	January 5, 2000	Offshore Chambers P.O.Box217,Apia,Samoa	45,987,960 (USD)	Investment holding company
Dongguan Chenming Electronics Co., Ltd.	February 11, 2010	No. 442, Zhen'an Middle Road, Chang'an Town, Dongguan City, Guangdong Province	28,978,000 (USD)	PC and server chassis
Ding Chih Co., Ltd.	April 12, 2012	Offshore Chambers P.O.Box217,Apia,Samoa	22,410,000 (USD)	Investment holding company
Chenming Electronic (Ningbo) Co.,Ltd.	August 16, 2000	No. 25, Gangdong Avenue, Beilun District, Ningbo City, Zhejiang Province	64,500,000 (USD)	PC and server chassis
CHENMING ELECTRONIC TECHNOLOGY USA,INC.	July 1, 2019	8101 SANDY SPRING ROAD SUITE 250, LAUREL, MD 20707	200,000 (USD)	Import/export of PC chassis
CHENMING ELECTRONIC TECHNOLOGY(THAILAND)CO., LTD..	June 14, 2023	No. 319 Chamchuri Square Building, 24th Floor, Room TT29, Phayathai Road, Pathumwan Sub-district, Pathumwan District, Bangkok.	450,000,000 (THB)	PC and server chassis

3. Common shareholders in controlling and controlled companies: None.

4. Businesses covered by affiliated companies and separation of duties:

The Company and affiliated companies are involved in:
manufacturing and sale of PC/server chassis.

In general, the affiliated companies support each other in terms of technology, production capacity, marketing and service to maximize synergy.

5. Directors, supervisors, and President of affiliated companies

Unit: shares; %

Name	Title	Name or name of representative	Shareholding	
			Number of shares	Shareholding percentage
Ding Du International Co., Ltd.	Director	Chenming Electronic Technology Corporation (Representative: Lin Mu-Ho)	64,557,960	100%
Chueh Rong International Co., Ltd.	Director	Ding Du International Co., Ltd. (Representative: Lin Mu-Ho)	45,987,960	100%
Dongguan Chenming Electronics Co., Ltd.	Director	Chueh Rong International Co., Ltd. (Representative: Lin Mu-Ho)	Note	100%
	President	Hsiao Kuang-Chih		
Ding Chih Co., Ltd.	Director	Ding Du International Co., Ltd. (Representative: Lin Mu-Ho)	22,410,000	100%
Chenming Electronic (Ningbo) Co., Ltd.	Director	Ding Chih Co., Ltd. (Representative: Lin Mu-Ho)	Note	100%
	President	Chang Chu-Chih		
CHENMING ELECTRONIC TECHNOLOGY USA, INC	Director	Chenming Electronic Technology Corporation (Representative: Lin Mu-Ho)	200,000	100%
CHENMING ELECTRONIC TECHNOLOGY(THAILAND)CO., LTD.	Director	Chenming Electronic Technology Corporation (Representative: Lin Mu-Ho)	45,000,000	100%

Note: Limited company

6. Performance of affiliated companies

Unit: NT\$ thousand; date: December 31, 2024

Name	Share capital	Total assets	Total liabilities	Net worth	Operating revenue	Operating profit	Current net profit	Earnings per share (\$)
Ding Du International Co., Ltd.	2,138,097	2,663,138	0	2,663,138	0	0	199,195	Note
Chueh Rong International Co., Ltd.	1,471,994	1,337,769	197,026	1,140,743	0	(20,493)	46,254	Note
Dongguan Chenming Electronics Co., Ltd.	950,043	3,334,076	2,333,728	1,000,348	4,589,337	92,109	78,836	Note
Ding Chih Co., Ltd.	773,920	1,353,254	0	1,353,254	0	0	140,376	Note
Chenming Electronic (Ningbo) Co., Ltd.	2,114,633	2,480,309	1,127,188	1,353,121	3,999,661	151,373	140,366	Note
CHENMING ELECTRONIC TECHNOLOGY USA, INC	6,236	157	140	17	0	0	(57)	Note
CHENMING ELECTRONIC TECHNOLOGY(THAILAND)CO., LTD.	414,297	433,453	1,875	431,578	0	0	(2,185)	Note

Note: Limited company

(II) Consolidated financial statements of affiliated companies

Declaration

The companies to be incorporated by the Company into the consolidated financial statements of the affiliates for 2024 (from January 1 to December 31, 2024) according to the “Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises” are identical with the companies required to be incorporated into the consolidated financial statements of affiliates and parent company according to the “International Financial Reporting Standards 10 (IFRS 10)” approved by the Financial Supervisory Commission. Further, relevant information required to be disclosed in the consolidated financial statements of the affiliates has been disclosed completely in the consolidated financial statements of affiliates and parent company. Accordingly, no separate consolidated financial statements of the affiliates is further provided.

Declaration made by the undersigned

Company name: Chenming Electronic Technology Corporation

Chairman: Lin Mu-Ho

Date: March 13, 2025

(III) Affiliation report: None.

II. Private placement of securities in the last year up until the publication date of annual report:

None.

III. Other supplementary information:

None.

Seven. Occurrences Significant to Shareholders' Equity or Securities Price, as Defined in Subparagraph 2, Paragraph 3, Article 36 of the Securities and Exchange Act, in the Last Year Up Until the Publication Date of Annual Report:

None.

Chenming Electronic Technology Corporation

Chairman: Lin Mu-Ho