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2024 Annual Report

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Company's website: <https://www.tpt-pcb.com.tw>

For information about the Annual Report, visit <https://mops.twse.com.tw>

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Title: Director of Finance Department

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Name: Registrar of KGI

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IV. Name of CPA and name, address, website, and telephone of the accounting firm for the financial statement(s) of the past year:

Name of CPA: Chen, Yi-Chun, Lien, Shu-Ling

Name of Firm: KPMG

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Telephone: (02)8101-6666

Website: www.kpmg.com.tw

V. Name of the trading site for securities listed overseas and how to search for the said overseas securities: Not applicable.

VI. Company website:

www.tpt-pcb.com.tw

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One. Letter to Shareholders

Dear Shareholders and Ladies and Gentlemen,

In the fiscal year of 2024, the consolidated revenue for the fiscal year of 2024 was NTD 17,707,989,000, representing a decline of 6.47% compared to the previous year. In 2024, although disinflation took hold and developed economies benefited from improvements in supply chains and increased demand for services—leading to a notable recovery in trade—geopolitical risks remained a concern. Ongoing factors such as the continued Russia-Ukraine war, rising tensions in the Middle East, and the escalating U.S.-China trade conflict have continued to dampen optimism surrounding the global economic outlook. The demand for consumer electronics, such as photovoltaic panels, has yet to recover, which has harmed both revenue and profits.

In 2024, the Vietnam factory began operations, but the production supply chain and personnel training had to be re-established, and customer certification also took time, all of which have affected the Group's profitability.

I. 2024 Business Report

(I) Accomplishments in the Implementation of the Operation Plan

Unit: NTD thousand

Items	2024	2023	Increased (Decreased) value	%
Operating revenues	17,707,989	18,933,840	(1,225,851)	(6.47)
Cost of sales	15,520,337	16,067,641	(547,304)	(3.41)
Gross operating profit	2,187,652	2,866,199	(678,547)	(23.67)
Operating expenditure	1,320,660	1,231,097	89,563	7.28
Profit from operations	866,992	1,635,102	(768,100)	(46.98)
Net non-operating income (expenditure)	122,277	19,512	102,765	526.68
Pre-tax profit	989,269	1,654,614	(665,345)	(40.21)
Profit after tax	723,294	1,131,120	(407,826)	(36.06)
Net profit of current term attributable to the owner of the parent company	746,262	1,094,091	(347,829)	(31.79)

(II) Budget Implementation Status: This is not applicable since the Company did not disclose any financial forecast for 2024.

(III) Income and Expenditure and Profitability Analysis

Unit: NTD thousand

Items		2024	2023
Financial income and expenditure	Operating revenues	17,707,989	18,933,840
	Gross operating profit	2,187,652	2,866,199
	Profit after tax	723,294	1,131,120
Profitability	Return on Assets (%)	2.91	4.45
	Return on Shareholder Equity (%)	4.52	7.37
	Operating Profit to Paid-in Capital Size (%)	31.96	60.28
	Pre-tax Net Profit to Paid-in Capital Size (%)	36.47	61.00
	Net profit rate (%)	4.08	5.97
	Basic earnings per share (\$)	2.75	4.03
	Diluted earnings per share (\$)	2.73	3.98

(IV) Research and Development Status

With the growing demand for electronic products—particularly in the realm of physical on-device AI, such as AI PCs, AI robots, and high-performance computing—our Company remains fully committed to research and development, striving to deliver advanced products and technologies that align with mainstream market trends.

In response to advancements in high-speed circuit board technology, we have focused on developing solutions such as low signal loss, low DK materials, non-roughened ultra-low copper foil, and low surface roughness processing. These innovations are especially targeted at the AI PC sector, where there are exceptionally high demands for signal transmission stability, low latency, and high-frequency performance—key requirements to support the future of smart cities, AI applications, and high-performance computing.

II. Overview of the 2025 Business Plan

The IMF has projected global economic growth at 3.2% for 2024, with forecasts for both this year and the next holding steady at 3.3%. The overall outlook for global GDP growth in 2025 is expected to be comparable to that of 2024. Key drivers of economic expansion in 2025 include continued innovation in generative AI and a rebound in consumption and investment momentum in advanced economies, fueled by a gradual easing of monetary tightening by major central banks. However, despite an overall optimistic market outlook, policy uncertainties associated with the potential return of the US Trump Administration represent a major risk factor for 2025, potentially impacting downstream demand for PCBs. In addition, deflationary pressures in China and rising geopolitical tensions continue to add further uncertainty to the global market.

(I) Operation Policy

In response to the coming era of meager profits and the challenges posed by rapidly shifting global dynamics, the Company has formulated the following business strategies:

1. To address the impact of an aging population on industrial labor supply and align with the market trend toward lighter, thinner, and more compact products, we will continue investing in equipment to enhance automation and intelligent manufacturing—an established strategic direction.
2. By integrating resources across all facilities and departments, we aim to achieve resource and knowledge sharing, thereby improving overall management efficacy.
3. In alignment with global sustainability initiatives, the Company remains committed to fulfilling its corporate social responsibilities, creating value for shareholders, improving employee working conditions and benefits, and dedicating sustained efforts to product and service excellence. Furthermore, we continue to give back to the community and actively pursue goals in energy conservation, water efficiency, and waste reduction as part of our environmental sustainability efforts.

(II) Important Production and Distribution Policies

1. In response to evolving demand in the electronics industry—particularly for high-speed, high-frequency circuits and increasingly compact product designs—the Company is accelerating the development of new materials and the introduction of new equipment to enhance our manufacturing capabilities for high-end products. Advancements in production automation not only reduce labor dependency but also improve product quality and competitiveness. Additionally, our production strategy focuses on workforce and cost management, lead time control, and yield improvement to effectively meet customer demands.
2. In 2024, the new Vietnam factory continued to optimize its production processes, aiming to provide localized support for customer demands in the region. Together with the Group's Pingzhen Factory and the three major manufacturing sites in China, the Company delivers comprehensive and integrated services to its customers.

III. Future Corporate Development Strategy

- (I) In response to market trends and product diversification, the company will continue to expand its product categories and sales channels.
- (II) Leveraging technological and process advantages, the company is actively developing thin, high-layer, and fine-line products to enhance product added value.
- (III) Utilizing AI technology to improve production efficiency and product inspection quality, in order to enhance customer satisfaction.
- (IV) Applied to factory data management, enabling real-time monitoring of production progress and equipment status, data extraction, and quality analysis to improve product yield and productivity.

- (V) Continuing to invest in eco-friendly processes, adopting energy-saving technologies, and increasing the use of renewable energy to achieve carbon reduction synergies.

IV. Impacts from External Competition, Regulatory Environment, and Overall Operational Setting

Looking ahead to 2025, global politics and economics remain turbulent, adding uncertainty to corporate sustainability. The high costs driven by climate change are exacerbating challenges in global supply chains, while labor issues related to the procurement of raw materials in the supply chain have gained attention due to the Global Human Rights Day, influencing the sustainable operations of the entire industry. Our company will continue to improve the operational efficiency of our Vietnam factory and evaluate energy usage in our operations. Through innovative thinking, we will implement various energy-saving and carbon reduction initiatives to reduce the carbon emissions generated by our operations. Additionally, we will adhere strictly to domestic and international human rights initiatives and regulations, striving to minimize the negative impact on human rights during our operations and safeguard fundamental human rights, moving towards the goal of becoming a model sustainable enterprise.

On April 2, U.S. President Trump announced a new policy on "reciprocal tariffs." The impact of this policy on existing supply chains remains to be assessed. Whether this development will lead the global economy into a recessionary cycle warrants continued monitoring and observation.

Finally, we would like to sincerely thank our shareholders for their support over the years. Moving forward, we will continue to achieve our operational goals, create better results, and live up to the expectations of our shareholders and all investors, sharing the fruits of our business operations.

Chairman: Hsu, Cheng-Min

Two. Corporate Governance Report

I. Information of Directors, General Manager, Vice General Manager, Assistant Vice General Manager, and Heads of Various Departments and Branches

(I) Director Information

March 30, 2025 Unit: Share: %

Job Title	Nationality or Registered Location	Name	Gender / Age	Date Elected	Tenur e	Date First Elected	Shares held upon inauguration		Shares currently held		Shares currently held by the spouse and minor child		Shares held in someone else's name		Main experience/education	Current positions served at the Company and other companies	Other supervisors or directors who are the spouse or a relative within the second degree of kinship		
							Shares	Shareholdin g Ratio	Shares	Shareholdin g Ratio	Shares	Sharehol ding Ratio	Shares	Shareholding Ratio			Job Title	Name	Relation
Chairman	R.O.C.	Hsu, Cheng-Min (Note)	Male 72	June 12, 2024	3	November 5, 1999	1,486,183	0.55	1,486,183	0.55	147	0.00	—	—	Department of Mechanical Engineering, Feng Chia University Deputy Manager of Manufacturing Department, Compeq Manufacturing Co., Ltd. General Manager of Pacific Technology Co., Ltd. General Manager of Precision Industry, Vertex Precision Electronics INC. General Manager of T-Flex Techvest PCB Co., Ltd. General Manager of tgt Techvest Co., Ltd. Chairman of Sin Siang (Xiamen) Technology Co., Ltd. Chairman of TPT International Co., Ltd.	CEO of Taiwan Printed Circuit Board Techvest Co., Ltd. Director of Chi Yang Investment Ltd. (Representative of Taiwan Printed Circuit Board Techvest Co., Ltd.) Chairman of T-Flex Techvest PCB Co., Ltd. (Representative of Taiwan Printed Circuit Board Techvest Co., Ltd.) Chairman of tgt Techvest Co., Ltd. (Representative of T-Flex Techvest PCB Co., Ltd.) CEO of tgt Techvest Co., Ltd. Chairman of T-Mac Techvest PCB Co., Ltd. (Representative of Taiwan Printed Circuit Board Techvest Co., Ltd.) CEO of T-Mac Techvest PCB Co., Ltd. Director of Chang Tai International Limited Director of Yang An International (Samoa) Co. Ltd. Chairman of T-Mac Techvest (Wuxi) PCB Co., Ltd. Chairman of Chi Chau International Co. Ltd. Chairman of Chi Yao Limited Chairman of Chi Chau Printed Circuit Board (Suzhou) Co., Ltd. Chairman of Brilliant Star Holdings Limited Chairman of CATAC Electronic (Zhongshan) Co., Ltd. Chairman of Chi Chen Investment Co., Ltd. Chairman of Chi Chau Printed Circuit Board (Suining) Co., Ltd. Director of Chi Chau (Thailand) Co., Ltd. Director of Chi Chau Printed Circuit Board (Vietnam) Co., Ltd.	Director	Hsu, Ming-Chieh / Hsu, Ming-Hung	Son

Job Title	Nationality or Registered Location	Name	Gender / Age	Date Elected	Tenure	Date First Elected	Shares held upon inauguration		Shares currently held		Shares currently held by the spouse and minor child		Shares held in someone else's name		Main experience/education	Current positions served at the Company and other companies	Other supervisors or directors who are the spouse or a relative within the second degree of kinship		
							Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio			Job Title	Name	Relation
Director	R.O.C.	Lee, Ming-Hsi	Male 61	June 12, 2024	3	April 27, 2012	1,756,189	0.65	1,756,189	0.65	—	—	—	—	Department of Chemical Engineering, Tatung Institute of Technology Manager of Pacific Technology Co., Ltd. General Manager of Chi Chau Printed Circuit Board (Suining) Co., Ltd. General Manager of T-Mac Techvest (Wuxi) PCB Co., Ltd.	General Manager of Taiwan Printed Circuit Board Techvest Co., Ltd. Director of T-Flex Techvest PCB Co., Ltd. (Representative of Taiwan Printed Circuit Board Techvest Co., Ltd.) General Manager of T-Flex Techvest PCB Co., Ltd. Director of tgt Techvest Co., Ltd. (Representative of T-Flex Techvest PCB Co., Ltd.) General Manager of tgt Techvest Co., Ltd. Director of T-Mac Techvest (Wuxi) PCB Co., Ltd. Director of Chi Chau Printed Circuit Board (Suzhou) Co., Ltd. Director of CATAC Electronic (Zhongshan) Co., Ltd. Director of Chi Chau Printed Circuit Board (Suining) Co., Ltd. Director of Chi Chau (Thailand) Co., Ltd.	—	—	—
Director	R.O.C.	Hocheng Corporation	—			June 15, 2005	6,575,315	2.42	6,575,315	2.42	—	—	—	—	Not applicable	Not applicable	Not applicable		
	R.O.C.	Representative Chiu, Chi-Hsin	Male 60	June 12, 2024	3	June 12, 2015	—	—	—	—	—	—	—	—	Master of Business Administration, Columbia University (USA) CFO of Premier Capital Management Corp. CFO of HOCHENG Corporation.	Vice-Chairman of HOCHENG Corporation. Director of HOCHENG Corporation. (Representative of Fu Ho Investment Co., Ltd.) Director of Ruby Tech Corporation (Representative of Fu Ho Investment Co., Ltd.) Supervisor of He Hung Investment Co., Ltd. Supervisor of Fu He Investment Co., Ltd. Supervisor of Bearinmind Corporation Director of New Swift Enterprises Co., Ltd. Director of Yuhuang Co., Ltd. (Representative of New Swift Enterprises Co., Ltd.) Supervisor of Bao Long Interior Crafts Co., Ltd. Supervisor of Lianan Wellness Management Co., Limited Supervisor of Hoceng Service Co., Ltd. Director of Dongqi Co., Ltd. (Representative of New Swift Enterprises Co., Ltd.) Director of Shouxi Venture Capital Co., Ltd. (Representative of Fu Ho Investment Co., Ltd.)	—	—	—

Job Title	Nationality or Registered Location	Name	Gender / Age	Date Elected	Tenure	Date First Elected	Shares held upon inauguration		Shares currently held		Shares currently held by the spouse and minor child		Shares held in someone else's name		Main experience/education	Current positions served at the Company and other companies	Other supervisors or directors who are the spouse or a relative within the second degree of kinship		
							Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio			Job Title	Name	Relation
Director	R.O.C.	Hsu, Ming-Chieh	Male 43	June 12, 2024	3	June 8, 2018	1,930,226	0.71	1,945,226	0.72	290,000	0.10	—	—	Department of Journalism, Shih Hsin University Manager of Sales Department, T-Flex Techvest PCB Co., Ltd. Manager of Manufacturing Department, T-Flex Techvest PCB Co., Ltd. Head of Manufacturing Department, tgt Techvest Co., Ltd. Director of T-Mac Techvest PCB Co., Ltd. Executive Assistant of the Financial, Taiwan Printed Circuit Board Techvest Co., Ltd.	Manager of Taiwan Printed Circuit Board Techvest Co., Ltd. Director of T-Flex Techvest PCB Co., Ltd. (Representative of Taiwan Printed Circuit Board Techvest Co., Ltd.) Head of T-Mac Techvest (Wuxi) PCB Co., Ltd.	Chairman / Director	Hsu, Cheng-Min / Hsu, Ming-Hung	Son / Brother
Director	R.O.C.	Hsu, Ming-Hung	Male 39	June 12, 2024	3	June 12, 2015	1,817,592	0.67	1,817,592	0.67	—	—	—	—	Master's Degree, Golden Gate University Executive Assistant of the General Manager Office, Taiwan Printed Circuit Board Techvest Co., Ltd. Executive Assistant of the General Manager Office, tgt Techvest Co., Ltd.	Director of tgt Techvest Co., Ltd. (Representative of T-Flex Techvest PCB Co., Ltd.) Manager of Taiwan Printed Circuit Board Techvest Co., Ltd.	Chairman / Director	Hsu, Cheng-Min / Hsu, Ming-Chieh	Son / Brother
Independent Director	R.O.C.	Huang, Leei-May	Female 66	June 12, 2024	3	June 12, 2015	124,546	0.05	124,546	0.05	—	—	—	—	Department of Accounting, Fu Jen Catholic University Assistant Vice General Manager of Financing Department, Chih Lien Industrial Co., Ltd. Assistant Manager of Underwriting Department, Full Long Securities Co., Ltd. Accounting Manager of CMC Magnetics Co., Ltd. Director of T-Mac Techvest PCB Co., Ltd. Director of Linkwell Opto-Electronics Corporation	—	—	—	—
Independent Director	R.O.C.	Hsiao, Shyh-Chyi	Male 79	June 12, 2024	3	June 8, 2018	—	—	—	—	—	—	—	—	Department of Chemical Engineering, National Chenggong University Vice General Manager of Overseas Investment Department, China Development Industrial Bank Vice President of Overseas Investment Department, Hong Kong HSBC Bank Executive Director of SERES CAPITAL (SINGAPORE) PTE LTD Representative Director of ASEM CAPITAL CO., LTD. KOREA Independent Director of T-Flex Techvest PCB Co., Ltd.	—	—	—	—

Job Title	Nationality or Registered Location	Name	Gender / Age	Date Elected	Tenure	Date First Elected	Shares held upon inauguration		Shares currently held		Shares currently held by the spouse and minor child		Shares held in someone else's name		Main experience/education	Current positions served at the Company and other companies	Other supervisors or directors who are the spouse or a relative within the second degree of kinship		
							Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio			Job Title	Name	Relation
Independent Director	R.O.C.	Lin, Chiu-Lien	Female 64	July 1, 2021	3	July 1, 2021	—	—	—	—	—	—	—	—	Master of Management Science, National Chiao Tung University Independent Director of T-Mac Techvest PCB Co., Ltd. Independent Director of HH Leasing & Financial Corporation Assistant Vice General Manager of Department of Financial Transactions, China Development Industrial Bank Fund Manager of China Securities Investment Trust Corp. Manager of Research Department, Da Shun Consolidated Securities Co., Ltd.	Supervisor of Yu-Song Investment Co, Ltd. Independent Director of Qisda Corporation Supervisor of Yu-Song Investment Co, Ltd.	—	—	—
Independent Director	R.O.C.	Chung, Yi-Fang	Female 62	June 9, 2023	3	June 9, 2023	210,000	0.08	210,000	0.08	—	—	—	—	Department of Sociology, NTU. Group Counseling with Juvenile Delinquents, Juvenile Affairs Division, Taipei City Police Department. Taipei Veterans General Hospital Department of Social Work Office's working group.	—			

Note : Our company needs to rely on the professional guidance of Mr. Hsu, Cheng-Min, who has many years of experience in the Printed Circuit Board (PCB) industry. As of 2023, we have increased the number of Independent Director seats to four.

1. Professional Qualifications of Directors and Independent Information of Independent Directors

Title	Name	Professional Qualifications and Work Experience	Independent Facts	Number of independent directors concurrently serving in other public companies	Number of independent directors concurrently serving on Compensation and Remuneration Committees in other public companies	Notes
Chairman	Hsu, Cheng-Min	1. Served as General Manager for Pacific Technology Co., Ltd., General Manager of Precision Industry, Vertex Precision Electronics INC. Has more than five years of work experience in management, commercial and corporate business. 2. None of the circumstances in Article 30 of the Company Act.	Not Applicable	0	0	—
Director	Lee, Ming-Hsi	1. Served as Manager for Pacific Technology Co., Ltd. Has more than five years of work experience in management, commercial and corporate business. 2. None of the circumstances in Article 30 of the Company Act.		0	0	—
Director	Hocheng Corporation Representative: Chiu, Chi-Hsin	1. Served as Chief Financial Officer for Premier Capital Management Corp. and Hocheng Corporation, with more than five years of work experience in management and commerce. 2. None of the circumstances in Article 30 of the Company Act.		0	0	—
Director	Hsu, Ming-Chieh	1. Served as the Manager of the Sales Department of T-Flex Techvest PCB Co., Ltd and the Head of the Manufacturing Department of tgt Techvest Co., Ltd., with more than five years of work experience in management and corporate business. 2. None of the circumstances in Article 30 of the Company Act.		0	0	—

Title	Name	Professional Qualifications and Work Experience	Independent Facts	Number of independent directors concurrently serving in other public companies	Number of independent directors concurrently serving on Compensation and Remuneration Committees in other public companies	Notes
Director	Hsu, Ming-Hung	1. Graduated from Golden Gate University with a Master's degree and served as a special assistant in the General Manager's Office of Taiwan Printed Circuit Board Techvest Co., Ltd. with more than five years of work experience in management, commercial and corporate business. 2. None of the circumstances in Article 30 of the Company Act.	Not Applicable	0	0	—
Independent Director Has been the convener of the Audit Committee and the Compensation & Remuneration Committee of the Company.	Huang, Leei-May	1. Served as Assistant Vice General Manager of Financing Department, Chih Lien Industrial Co., Ltd. and Assistant Manager of Underwriting Department, Full Long Securities Co., Ltd., with more than five years of work experience in finance and commerce. 2. None of the circumstances in Article 30 of the Company Act.	1. There are no cases in which I, my spouse or relatives within the second degree of kinship are directors, supervisors or employees of the Company or the Company's subsidiaries. 2. No shares of the Company are held by me, my spouse, or my relatives within the second degree of kinship, (or in the name of others).	0	0	Note 1
Independent Director Has been a member of the Audit Committee and the Compensation & Remuneration Committee of the Company.	Hsiao, Shyh-Chyi	1. Served as Vice General Manager of the Overseas Investment Departments of China Development Industrial Bank and Vice President of HSBC Bank, with more than five years of work experience in management, finance and commerce. 2. Special examination for Customs Officer. 3. None of the circumstances in Article 30 of the Company Act.	3. Do not hold a position as director, supervisor or employee of a company that has a specific relationship with the Company. 4. During the past two years, there has not been any case where the Company or its subsidiary received compensation for	0	0	Note 2

Title	Name	Professional Qualifications and Work Experience	Independent Facts	Number of independent directors concurrently serving in other public companies	Number of independent directors concurrently serving on Compensation and Remuneration Committees in other public companies	Notes
Independent Director Has been a member of the Audit Committee and the Compensation & Remuneration Committee of the Company.	Lin, Chiu-Lien	1. Served as Assistant Vice General Manager of Department of Financial Transactions, China Development Industrial Bank and Fund Manager at China Securities Investment Trust Corp., with more than five years of work experience in finance and commerce. 2. None of the circumstances in Article 30 of the Company Act.	commercial, legal, financial, accounting or related services provided.	1	1	Note 2
Independent Director Has been a member of the Audit Committee of the Company.	Chung, Yi-Fang	1. Served as Group Counseling with Juvenile Delinquents, Juvenile Affairs Division, Taipei City Police Department and Taipei Veterans General Hospital Department of Social Work Office's working group, with more than five years of work experience in finance and commerce. 2. None of the circumstances in Article 30 of the Company Act.		0	0	Note 2

Note 1 : The chairperson of the company's Audit Committee and Compensation Committee.

Note 2 : A member of the company's Audit Committee and Compensation Committee.

2. Diversity and Independence of the Board of Directors

(1) Diversity of the Board of Directors

According to Chapter 3 of the Company's "Corporate Governance Best Practice Principles", Directors should generally possess the knowledge, skills and qualities necessary for the execution of their duties. To achieve the ideal goal of corporate governance, the Board of Directors shall possess the following competencies:

(A) Ability to make operational judgments.

(E) Knowledge of the industry.

(B) Ability to perform accounting and financial analysis.

(F) International market perspective.

(C) Ability to conduct management administration.

(G) Ability to lead.

(D) Ability to conduct crisis management.

(H) Ability to make policy decisions.

The Company attaches importance to gender equality in the composition of the Board of Directors, and the percentage of female directors is targeted to be over 30%, while the current percentage of female directors is 40%. The current members of the Board of Directors have extensive experience and expertise in the fields of finance, business and management, and guide the Company's various businesses. Additionally, in 2023, we conducted a by-election to appoint an Independent Director who has been engaged in social charity work for many years, aiming to utilize his experience to enhance the company's social sustainability. The following table shows the implementation of the diversity of the Board of Director

Title	Name	Nationality	G*	AE*	Age					Tenure of Service of Independent Directors				Industry Experience			Professional Competencies			
					31-40	41-50	51-60	61-70	71 and above	Less than 3 years	4 to 6 years	7 to 9 years	More than 10 years	Bank, Securities	Man*	SCW*	FA*	FC*	SS*	BM*
Director	Hsu, Cheng-Min	Republic of China	M*	✓					✓						✓					✓
Director	Lee, Ming-Hsi		M*	✓				✓							✓					✓
Director	Chiu, Chi-Hsin		M*				✓								✓					✓
Director	Hsu, Ming-Chieh		M*	✓		✓									✓					✓
Director	Hsu, Ming-Hung		M*	✓	✓										✓					✓
Independent Director	Huang, Leei-May		F*					✓					✓	✓	✓		✓	✓		
Independent Director	Hsiao, Shyh-Chyi		M*						✓			✓		✓				✓		
Independent Director	Lin, Chiu-Lien		F*					✓			✓			✓				✓		

Title	Name	Nationality	G*	AE*	Age					Tenure of Service of Independent Directors				Industry Experience			Professional Competencies			
					31-40	41-50	51-60	61-70	71 and above	Less than 3 years	4 to 6 years	7 to 9 years	More than 10 years	Bank, Securities	Man*	SCW*	FA*	FC*	SS*	BM*
Independent Director	Chung, Yi-Fang		F*					✓		✓						✓			✓	

Abbreviations

G*: Gender

AE*: Adjunct Employee

Man*: Manufacture

SCW*: Social Charity Work

SS*: Social Services

AS*: Accounting Services

FA*: Financial Accounting

FC*: Financial Control

Edu*: Education

M*: Male

F*: Female

P*: Purchasing

BM*: Business Management

(2) Independence of the Board of Directors

- (A) The Board of Directors of the Company has 9 directors, including four independent directors, and the proportion of independent directors is 44%. Not more than one-half of the directors are adjunct employees, and not more than half of the directors are spouses or relatives within the second degree of kinship. Given the foregoing, the Board of Directors should be independent in exercising its functions and powers. This fiscal year, we propose to nominate Ms. Huang, Leei-Mei, to serve as an Independent Director of our company. Although she has already served three terms, her extensive experience as a Finance Supervisor in a listed company makes her a valuable source of advice for our company. She can provide important insights to the Board and offer professional opinions. Therefore, we intend to continue nominating her as an Independent Director of our company. It is anticipated that starting from the fiscal year 2027, the tenure of Independent Directors of our company will not exceed three terms.
- (B) There is no direct relationship among the directors of the Company as stipulated in Paragraph 3 of Article 26-3 of the Securities and Exchange Act. In addition, the Company has established an Audit Committee in place of the Supervisors, therefore, the provisions of Paragraph 4 of Article 26-3 of the Securities and Exchange Act are not applicable.

3. Major shareholders of institutional shareholders

Name of institutional shareholder	Major shareholders of institutional shareholders	Shareholding Ratio
Hocheng Corporation	Kaipo Corporation	4.89%
	Yuhuang Co., Ltd.	3.81%
	Chiu, Li-Jian	3.48%
	Li, Kai-Ping	2.65%
	Chiu, Jun-Jie	2.41%
	Chiu, Hong-You	2.12%
	Po Shie Investment Co., Ltd	1.99%
	Chiu-Chen, Hui-Mei	1.96%
	Yi Shui Tang Investment Co., Ltd	1.81%
	Chiu, Wei-Chieh	1.71%

4. Primary shareholder of major shareholders of institutions that are legal entities

Name of legal entity	Major shareholders of the legal entity	Shareholding Ratio
Kaipo Corporation	Chiu, Shih-Kai	25.00%
	Chiu, Bo-Jiun	25.00%
	Chiu, Ma-Ge	20.83%
	Li, Kai-Ping	16.67%
	Chiu, Hong-Mao	12.50%
Yuhuang Co., Ltd.	New Swift Enterprises Co., Ltd.	99.57%
	Wu, Yue-Fong	0.07%
	Chiu, Chi-Hsin	0.07%
	Chiu, Hong-Mao	0.07%
	Chiu, Jun-Jie	0.07%
	Chiu, Li-Jian	0.07%
	Chiu, Bi-Chuan	0.07%
Yi Shui Tang Investment Co., Ltd	Lin, Jyun-Yao	99.99%
Po Shie Investment Co., Ltd	Kaipo Corporation	100%

(II) Profile of General Manager, Vice General Manager, Assistant Vice General Manager, and Heads of Various Departments and Branches

March 30, 2025 Unit: Share: %

Job Title	Nationality	Name	Gender	Date Effective	Shares Held		Shares held by spouse and minor child(ren)		Shares held in someone else's name		Main experience/education	Current positions at other companies	Managerial officer who is the spouse or relative within the second degree of kinship		
					Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio			Position	Name	Relation
Chief Executive Officer	R.O.C.	Hsu, Cheng-Min (Note 1)	Male	June 8, 2017	1,486,183	0.55	147	0.00	—	—	Department of Mechanical Engineering, Feng Chia University Vice General Manager of Manufacturing Department, Compeq Manufacturing Co., Ltd. General Manager of Pacific Technology Co., Ltd. General Manager of Precision Industry, Vertex Precision Electronics INC. General Manager of T-Flex Techvest PCB Co., Ltd. General Manager of tgt Techvest Co., Ltd. Chairman of Sin Siang (Xiamen) Technology Co., Ltd. Chairman of TPT International Co., Ltd.	Chairman of Chi Yang Investment Ltd. (Representative of Taiwan Printed Circuit Board Techvest Co., Ltd.) Chairman of T-Flex Techvest PCB Co., Ltd. (Representative of Taiwan Printed Circuit Board Techvest Co., Ltd.) Chairman of tgt Techvest Co., Ltd. (Representative of T-Flex Techvest PCB Co., Ltd.) CEO of tgt Techvest Co., Ltd. Chairman of T-Mac Techvest PCB Co., Ltd. (Representative of Taiwan Printed Circuit Board Techvest Co., Ltd.) CEO of T-Mac Techvest PCB Co., Ltd. Director of Chang Tai International Limited Director of Yang An International (Samoa) Co. Ltd. Chairman of T-Mac Techvest (Wuxi) PCB Co., Ltd. Chairman of Chi Chau International Co. Ltd. Chairman of Chi Yao Limited Chairman of Chi Chau Printed Circuit Board (Suzhou) Co., Ltd. Chairman of Brilliant Star Holdings Limited Chairman of CATAC Electronic (Zhongshan) Co., Ltd. Chairman of Chi Chen Investment Co., Ltd. Chairman of Chi Chau Printed Circuit Board (Suining) Co., Ltd. Director of Chi Chau (Thailand) Co., Ltd. Director of Chi Chau Printed Circuit Board (Vietnam) Co., Ltd.	—	—	—
General Manager	R.O.C.	Lee, Ming-Hsi	Male	September 1 2007	1,756,189	0.65	—	—	—	—	Department of Chemical Engineering, Tatung Institute of Technology Manager of Pacific Technology Co., Ltd. General Manager of Chi Chau Printed Circuit Board (Suining) Co., Ltd. General Manager of T-Mac Techvest (Wuxi) PCB Co., Ltd.	Director of T-Flex Techvest PCB Co., Ltd. (Representative of Taiwan Printed Circuit Board Techvest Co., Ltd.) General Manager of T-Flex Techvest PCB Co., Ltd. Director of tgt Techvest Co., Ltd. (Representative of T-Flex Techvest PCB Co., Ltd.) General Manager of tgt Techvest Co., Ltd. General Manager of T-Mac Techvest PCB Co., Ltd. Director of T-Mac Techvest (Wuxi) PCB Co., Ltd. Director of Chi Chau Printed Circuit Board (Suzhou) Co., Ltd. Director of CATAC Electronic (Zhongshan) Co., Ltd. Director of Chi Chau Printed Circuit Board (Suining) Co., Ltd. Director of Chi Chau (Thailand) Co., Ltd.	—	—	—
Vice General Manager	R.O.C.	George, Chao	Male	August 1, 2017	63,000	0.02	—	—	—	—	Master of Business Administration, Yuan Ze University Vice General Manager at the Sales Department of T-Mac Techvest PCB Co., Ltd. Vice General Manager at the Sales Department of T-Flex Techvest PCB Co., Ltd.	—	—	—	—

Job Title	Nationality	Name	Gender	Date Effective	Shares Held		Shares held by spouse and minor child(ren)		Shares held in someone else's name		Main experience/education	Current positions at other companies	Managerial officer who is the spouse or relative within the second degree of kinship		
					Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio			Position	Name	Relation
Vice General Manager	R.O.C.	Jackson, Chen	Male	October 1, 2019	68,354	0.03	107	0.00	—	—	Department of Aeronautics & Astronautics, National Cheng Kung University Section Head of Guosheng Enterprise Vice General Manager at the Sales Department of HannStar Board Corp. Vice General Manager at the Sales Department of Kunshan Yuanmao Electronics Technology Co., Ltd.	—	—	—	—
Vice General Manager	R.O.C.	Song, Pei-Yi (Note 2)	Male	April 12, 2025	129,693	0.05	—	—	—	—	Department of Mechanical Engineering, National Taiwan University Section Head of Pacific Technology Corporation Vice General Manager at the Sales Department of Taiwan Printed Circuit Board Techvest Co., Ltd.	—	—	—	—
Vice General Manager	R.O.C.	Hu, Hsiu-Hsing	Female	September 4, 2017	350,000	0.13	—	—	—	—	Graduate Institute of Business Administration, National Taiwan University Senior Assistant Vice General Manager at the Department of Direct Investment, China Development Industrial Bank Vice General Manager of Hui Hong Consulting Corporation Vice General Manager and Supervisor of WT Microelectronics Co., Ltd. Representative of the institutional director of Techmosa International Inc.	Director of T-Flex Techvest PCB Co., Ltd. Supervisor of Corporate Governance, T-Flex Techvest PCB Co., Ltd Director of tgt Techvest Co., Ltd. (Representative of Taiwan Printed Circuit Board Techvest Co., Ltd.) Director of Chi Yao Limited Director of CATAC Electronic (Zhongshan) Co., Ltd. Director of Chi Chau Printed Circuit Board (Suining) Co., Ltd. Director of T-Mac Techvest (Wuxi) PCB Co., Ltd. Director of Chi Chau Printed Circuit Board (Suzhou) Co., Ltd.	—	—	—
Head of the Manufacturing Department	R.O.C	Pan, Tai-Feng	Male	October 7, 2022	24,600	0.01	—	—	—	—	Vanung University Department of Industrial Management. Manager of the Engineering Department of T-Mac Techvest PCB Co., Ltd.	Director of Manufacturing Office, tgt Techvest Co., Ltd.	—	—	—
Head of Engineering Office	R.O.C.	Kao, Mao-Sheng	Male	January 1, 2012	32,500	0.01	—	—	—	—	Department of Chemical Engineering, Tunghai University Section Head of Engineering of Unitech Printed Circuit Board Corporation Supervisor of Sin Siang (Xiamen) Technology Co., Ltd.	Supervisor of Chi Chau Printed Circuit Board (Suining) Co., Ltd. Supervisor of Chi Chau Printed Circuit Board (Suzhou) Co., Ltd. Supervisor of CATAC Electronic (Zhongshan) Co., Ltd.	—	—	—
Head of the Administration Department	R.O.C.	Chen, Hao-Jen	Male	November 13, 2023	1,000	0.00	204	0.00	—	—	Department of Medical Technology, Jenteh Junior College of Medicine, Nursing and Management	Vice General Manager of CATAC Electronic (Zhongshan) Co., Ltd.	—	—	—
Head of the Manufacturing Department	R.O.C.	Tien, Huan-Sheng	Male	November 13, 2023	5,000	0.00	—	—	—	—	Department of Chemical Engineering, Chung Yuan Christian University Head of the Manufacturing Department of tgt Techvest Co., Ltd.	Head of the Manufacturing Department of CATAC Electronic (Zhongshan) Co., Ltd.	—	—	—
Head of the Business Operation Office	R.O.C.	Chiu, Ling-Kai	Male	November 13, 2023	45,000	0.02	—	—	—	—	Electronic Engineering Section, Paul Hsu Senior High School Manager of the Business Operation Office of Chi Chau Printed Circuit Board (Suining) Co., Ltd.	Head of the Business Operation Office of T-Mac Techvest (Wuxi) PCB Co., Ltd.	—	—	—

Note 1 : Our company needs to rely on the professional guidance of Mr. Hsu, Cheng-Min, who has many years of experience in the Printed Circuit Board (PCB) industry. As of 2023, we have increased the number of Independent Director seats to four.

Note 2 : Mr. Song Pei-Yi, the Vice General Manager, resigned and was relieved of his duties on July 10, 2024. Due to the need for his business expertise, the company reappointed him on March 12, 2025.

II .Remuneration for Directors, General Manager, and Vice General Manager
(I) Remuneration for the Director and Independent Director

Unit: NTD 000's

Position	Name	Remuneration for directors								Total and Ratio of the sum of A, B, C, and D to after-tax net profit (Note 9)		Related remuneration to those who are also employees								Total and Ratio of the sum of A, B, C, D, E, F, and G to after-tax earnings (Note 9)		Claim of remuneration from re-invested businesses other than subsidiaries (Note 10)
		Reward (A) (Note 1)		Retirement and pension fund (B)		Remuneration for directors (C) (Note 2)		Operational expenditure (D) (Note 3)				Salary, bonus, and special expenditure (E) (Note 4)		Retirement and pension fund (F)		Remuneration for employees (G) (Note 5)						
		The Company	The Group (Note 6)	The Company	The Group (Note 6)	The Company	The Group (Note 6)	The Company	The Group (Note 6)	The Company	The Group (Note 6)	The Company	The Group (Note 6)	The Company	The Group (Note 6)	The Company		The Group (Note 6)		The Company	The Group (Note 6)	
																Cash value	Stock value	Cash value	Stock value			
Chairman	Hsu, Cheng-Min	—	—	—	—	3,707	3,707	86	134	3,792 0.51%	3,840 0.51%	3,463	9,991	0	0	6,400	0	6,439	0	13,655 1.83%	20,271 2.72%	None
Director	Lee, Ming-Hsi	—	—	—	—	906	906	86	140	992 0.13%	1,046 0.14%	4,483	5,170	108	108	3,900	0	3,900	0	9,483 1.27%	10,224 1.37%	
Director	Hocheng Corporation	—	—	—	—	906	906	0	0	906 0.12%	906 0.12%	0	0	0	0	0	0	0	0	906 0.12%	906 0.12%	
	Representative: Chiu, Chi-Hsin	—	—	—	—	0	0	86	86	86 0.01%	86 0.01%	0	0	0	0	0	0	0	0	86 0.01%	86 0.01%	
Director	Hsu, Ming-Chieh	—	—	—	—	906	906	86	116	992 0.13%	1,022 0.14%	3,399	4,273	91	91	2,600	0	2,600	0	7,082 0.95%	7,986 1.07%	
Director	Hsu, Ming-Hung	—	—	—	—	906	906	86	110	992 0.13%	1,016 0.14%	1,048	1,935	35	60	1,900	0	1,900	0	3,975 0.53%	4,911 0.66%	
Director	Chiang, Rong-Kuo(Note 11)	—	—	—	—	434	434	49	49	483 0.06%	483 0.06%	0	0	0	0	0	0	0	0	483 0.06%	483 0.06%	
Director	Lin, Chen-Min(Note 11)	—	—	—	—	434	434	49	49	483 0.06%	483 0.06%	0	0	0	0	0	0	0	0	483 0.06%	483 0.06%	
Director	Hou, Shang-Wen(Note 11)	—	—	—	—	434	434	49	49	483 0.06%	483 0.06%	0	0	0	0	0	0	0	0	483 0.06%	483 0.06%	
Director	Lan, Iing-Iing(Note 11)	—	—	—	—	434	434	49	49	483 0.06%	483 0.06%	0	0	0	0	0	0	0	0	483 0.06%	483 0.06%	
Director	Lee, Jen-Shin(Note 11)	—	—	—	—	434	434	49	49	483 0.06%	483 0.06%	0	0	0	0	0	0	0	0	483 0.06%	483 0.06%	
Director	YADA Investment Ltd.	—	—	—	—	434	434	0	0	434 0.06%	434 0.06%	0	0	0	0	0	0	0	0	434 0.06%	434 0.06%	
	Representative Chiu, Ting-Wen(Note 11)	—	—	—	—	0	0	49	49	49 0.01%	49 0.01%	0	0	0	0	0	0	0	0	49 0.01%	49 0.01%	
Independent Director	Huang, Leei-May	—	—	—	—	906	906	110	110	1,016 0.14%	1,016 0.14%	0	0	0	0	0	0	0	0	1,016 0.14%	1,016 0.14%	None
Independent Director	Hsiao, Shyh-Chyi	—	—	—	—	906	906	110	110	1,016 0.14%	1,016 0.14%	0	0	0	0	0	0	0	0	1,016 0.14%	1,016 0.14%	
Independent Director	Lin, Chiu-Lien	—	—	—	—	906	906	110	110	1,016 0.14%	1,016 0.14%	0	0	0	0	0	0	0	0	1,016 0.14%	1,016 0.14%	
Independent Director	Chung, Yi-Fang	—	—	—	—	906	906	110	110	1,016 0.14%	1,016 0.14%	0	0	0	0	0	0	0	0	1,016 0.14%	1,016 0.14%	

1. The remuneration of Independent Directors of our company is governed by the regulations outlined in the 'Directors' Emoluments and Remuneration Distribution Method' . This includes a fixed remuneration not exceeding NTD10,000 per month, transportation expenses of not more than NTD15,000 per attendance for personal appearances, and directors' emoluments revenue which shall be appropriated following the company's Articles of Incorporation. Distribution is calculated based on the incumbency ratio and individual contribution rate. All aforementioned remuneration is subject to review by the Remuneration Committee and approval by the Board of Directors.
2. Except as disclosed in the table above, did the Directors of the Company provide services to all companies in the financial statement for the most recent year: None.
- Note 1: Remuneration to directors for the past year (including salaries for directors, differential pays, severance pays, various types of bonuses, and rewards, etc.)
- Note 2: The remuneration to directors approved by the Board of Directors and distributed in the past year.
- Note 3: Related operational expenditure incurred by directors in the most recent year (including transportation, special expenditure, various allowances, dormitory, and company cars, among other supplies in-kind)
- Note 4: The salaries for directors, differential pays, severance pays, various types of bonuses, rewards, transportation, special expenditure, various allowances, dormitory, and company cars, among other supplies in kind, among others to directors who are also employees in the most recent year (including the General Manager, Vice General Managers, other managerial officers, and employees).
- Note 5: For directors who were also employees in the past year (including the General Manager, Vice General Managers, other managerial officers, and employees) and received the remuneration to employees (including stock and cash), it is the amount expected to be distributed by calculating pro-rata to the amount that was actually distributed in the preceding fiscal year.

Note 6: The total value of various types of remunerations paid to the Company’s directors by all companies (including the Company) in the consolidated statement.

Note 7: The total value of various remunerations paid to each director by the Company; disclose the name of the director in the respective bracket.

Note 8: The total value of various types of remunerations paid to each of the Company’s directors by all companies (including the Company) in the consolidated statement; disclose the name of the director in the respective bracket.

Note 9: After-tax net profit refers to that shown in the individual financial statement of the past year.

Note 10: a. The value of related remunerations from re-invested businesses other than the subsidiaries that the Company’s directors received.

 b. If the Company’s directors received related remunerations from re-invested businesses other than the subsidiaries, such remunerations shall be consolidated in Field J of the bracket table.

 c. Remuneration is the compensation, rewards, employee remuneration, and payments from performing tasks received by the Company’s directors for serving as director, supervisor, or managerial officer in a re-invested business other than the subsidiaries.

Note11: The directors, including Chiang, Rong-Kuo, Lin, Chen-Min, Hou, Shang-Wen, Lan, Iing-Iing, Lee, Jen-Shin, and YADA Investment Ltd. Representative Chiu, Ting-Wen, were dismissed on June 12, 2024.

(II) Remuneration for the General Manager and Vice General Managers

Unit: NTD 000's

Job Title	Name	Salary (A) (Note 1)		Retirement and pension fund (B)		Prize and special expenditure (C) (Note 2)		Employee remuneration (D)(Note 3)				Total and Ratio of the sum of A, B, C, and D to after-tax earnings (%) (Note 6)		Claim of remuneration from re-invested businesses other than subsidiaries (Note 7)
		The Company	The Group (Note 4)	The Company	The Group (Note 4)	The Company	The Group (Note 4)	The Company		The Group (Note 4)		The Company	The Group (Note 4)	
								Cash value	Stock value	Cash value	Stock value			
Chief Executive Officer	Hsu, Cheng-Min	1,864	8,389	0	0	1,599	1,602	6,400	0	6,439	0	9,863 1.32%	16,430 2.20%	—
General Manager	Lee, Ming-Hsi	1,486	2,173	108	108	2,997	2,997	3,900	0	3,900	0	8,491 1.14%	9,178 1.23%	
General Manager	Lin, Ching-Yao (Note 9)	1,871	2,146	108	108	1,298	1,298	600	0	600	0	3,877 0.52%	4,152 0.56%	
General Manager	Danny, Lin (Note 9)	630	837	36	36	346	346	0	0	0	0	1,012 0.14%	1,219 0.16%	
Vice General Manager	Song, Pei-Yi (Note 9)	923	1,045	53	53	526	526	0	0	0	0	1,502 0.20%	1,624 0.22%	
Vice General Manager	George, Chao	1,369	1,851	108	108	938	938	2,100	0	2,100	0	4,515 0.60%	4,997 0.67%	
Vice General Manager	Jackson, Chen	1,474	1,474	106	106	1,221	1,221	2,800	0	2,800	0	5,601 0.75%	5,601 0.75%	
Vice General Manager	Hu, Hsiu-Hsing	1,420	1,420	108	108	473	473	1,800	0	1,800	0	3,801 0.51%	3,801 0.51%	

Note 1: The salaries, differential pays, and severance pays of the General Manager and Vice General Managers in the past year.

Note 2: The various types of bonuses, rewards, transportation, special expenditure, various allowances, dormitory, and company cars, among other supplies in kind paid to the General Manager and Vice General Managers in the past year and other remunerations.

Note 3: The remuneration to the General Manager and Vice General Managers expected to be distributed by calculating pro-rata to the amount that was actually distributed in the preceding fiscal year. (including stock and cash).

Note 4: The total value of various types of remunerations paid to the Company's General Manager and Vice General Managers by all companies (including the Company) in the consolidated statement.

Note 5: Total value of various remunerations paid to each General Manager and Vice General Manager by the Company; disclose the name of the General Manager and Vice General Managers in the respective bracket.

Note 6: The total value of various types of remunerations paid to each of the Company's president and vice president by all companies (including the Company) in the consolidated statement; disclose the name of the president and vice president in the respective bracket.

Note 7: After-tax hand net profit refers to that shown in the individual financial statement of the past year.

Note 8: a. The value of related remunerations from re-invested businesses other than the subsidiaries that the Company's General Manager and Vice General Managers.

b. If the Company's General Manager and Vice General Managers received related remunerations from re-invested businesses other than the subsidiaries, such remunerations shall be consolidated in Field E of the bracket table.

c. Remuneration is the compensation, rewards, employee remunerations, and payments from performing tasks received by the Company's General Manager and Vice General Managers for serving as directors, supervisors, or managerial officers in a re-invested business other than the subsidiaries.

Note 9 : Mr. Lin Ching-Yao retired on January 1, 2025. Mr. Lin Danny and Mr. Song Pei-Yi resigned on April 22, 2024, and July 10, 2024, respectively. Mr. Song Pei-Yi was reappointed as Vice General Manager on March 12, 2025.

(III) Remuneration to the five highest remunerated management personnel

Job Title	Name	Salary (A) (Note 1)		Retirement and pension fund (B)		Prize and special expenditure (C) (Note 2)		Employee remuneration (D)(Note 3)				Total and Ratio of the sum of A, B, C, and D to after-tax earnings (%) (Note 6)		Claim of remuneration from re-invested businesses other than subsidiaries (Note 8)
		The Company	The Group (Note 4)	The Company	The Group (Note 4)	The Company	The Group (Note 4)	The Company		The Group (Note 4)		The Company	The Group (Note 4)	
								Cash value	Stock value	Cash value	Stock value			
Chief Executive Officer	Hsu, Cheng-Min	1,864	8,389	0	0	1,599	1,602	6,400	0	6,439	0	9,863 1.32%	16,430 2.20%	None
General Manager	Lee, Ming-Hsi	1,486	2,173	108	108	2,997	2,997	3,900	0	3,900	0	8,491 1.14%	9,178 1.23%	
General Manager	Lin, Ching-Yao	1,871	2,146	108	108	1,298	1,298	600	0	600	0	3,877 0.52%	4,152 0.56%	
Vice General	Jackson, Chen	1,474	1,474	106	106	1,221	1,221	2,800	0	2,800	0	5,601 0.75%	5,601 0.75%	
Vice General	George, Chao	1,369	1,851	108	108	938	938	2,100	0	2,100	0	4,515 0.60%	4,997 0.67%	

(IV) Names of managerial officers assigned with employee remuneration and the distribution

Unit: NTD 000's; %

	Job Title	Name	Stock value	Cash value	Total	Ratio of sum to after-tax net profit
Manager	Chief Executive Officer	Hsu, Cheng-Min	0	6,400	6,400	0.86%
	General Manager	Lee, Ming-Hsi	0	3,900	3,900	0.52%
	General Manager	Lin, Ching-Yao	0	600	600	0.08%
	Vice General Manager	George, Chao	0	2,100	2,100	0.28%
	Vice General Manager	Jackson, Chen	0	2,800	2,800	0.38%
	Vice General Manager	Hu, Hsiu-Hsing	0	1,800	1,800	0.24%
	Manager of the Manufacturing Department	Pan, Tai-Feng	0	1,500	1,500	0.20%
	Director of Engineering Office	Kao, Mao-Sheng	0	1,200	1,200	0.16%
	Director of the Administration Department	Chen, Hao-Jen	0	1,800	1,800	0.24%
	Director of the Manufacturing Department	Tien, Huan-Sheng	0	2,100	2,100	0.28%
	Director of the Business Operation Office	Chiu, Ling-Kai	0	2,100	2,100	0.28%

Note 1: Employee remuneration (including stock bonus and cash bonus) distributed to managerial officers proposed to be distributed to managers this year based on the actual distribution amount last year. After-tax net profit refers to that shown in the individual financial statement of the past year.

Note 2: The scope of application for managerial officers is based on the Taiwan Finance Certificate III No. 0920001301 letter dated March 27, 2003. It is as follows:

- (1) General Manager and equivalent;
- (2) Vice General Manager and equivalent;
- (3) Assistant Vice General Manager and equivalent;
- (4) Head of Finance;
- (5) Head of Accounting;
- (6) Other people taking care of the management and with the right to give a signature.

3. Analysis of ratios of total remunerations paid to Directors, the General Manager, and the Vice General Managers of the Company for the past two years to the after-tax net profit and information on the policy, criteria, and combination of remunerations paid, the procedure to define the remuneration, and the correlation with business performance

(1) Analysis of ratios of total remunerations paid to directors, the General Manager, and the Vice General Managers of the Company for the past two years to the after-tax net profit

Payee \ Year	2024		2023	
	The Company	The Group	The Company	The Group
Director (Including Independent Director)	5.65	6.88	11.35	12.37
General Manager and Vice General Manager	5.18	6.30	12.90	13.85

Note : In the fiscal year 2024, the total remuneration of Directors, General Manager, and Vice General Manager of our company decreased compared to the fiscal year 2023, in terms of the proportion to the profit after-tax ratio. This reduction is attributed to the decrease in profit after tax in the fiscal year 2024, leading to a decrease in the appropriation for Directors' remuneration and the remuneration of the General Manager and Vice General Manager.

(2) Correlation between the remuneration payment policy, criteria, and combination, remuneration establishment procedures and management efficacy

(A) For the remuneration of directors of the Company, the Board of Directors is authorized to determine the remuneration of directors of the Company based on their participation level in the operation of the Company and contribution value along with the common standard adopted in the same industry. Accordingly, the remunerations specified in the “Regulations for Remuneration of Directors and Remuneration Distribution” reviewed by the Remuneration Committee and approved by the Board of Directors of the Company are as follows:

- ◆ Fixed remuneration: Only independent directors of the Company execute works independently according to their job duties and participates in the corporate governance. Are entitled to receive remuneration within the range of not higher than NT\$10,000, as a fixed remuneration for execution of job duties. However, regular directors shall not collect fixed remuneration.
- ◆ Transportation allowance: It refers to the traffic and transportation fee collected by directors for proceeding to the Company for meeting. Only directors attending meetings in person may collect transportation allowance within the range not higher than NT\$15,000 in principle.
- ◆ Remuneration of directors: When the Company has a surplus earning for a fiscal year, according to Article 32 of the Articles of Incorporation of the Company, an amount less than 3% of the surplus earning is appropriated as the remuneration of directors. The Company periodically assesses the remuneration of directors according to the “Rules for Performance Evaluation of Board of Directors”, and relevant performance evaluation and salary reasonableness are reviewed by the Remuneration Committee and the Board of Directors.

(B) The salary structure for the General Managers and Vice General Managers of the Company includes the base salary, allowance for job positions, allowance for job duties, difference determined according to individual educational background, experience, performance and seniority, along with the consideration of the standard adopted in the same industry and the “Regulations for Managerial Officer Salary Standard, Year-End Bonus and Employee Remuneration Distribution” in

order to pay salaries to Presidents and Vice Presidents on a monthly basis. In addition, when the Company has a surplus earning for a fiscal year, an amount of 5%~15% of the surplus earning is appropriated as the remuneration of employees according to Article 32 of the Articles of Incorporation of the Company. For any adjustment of the Regulations for Managerial Officer Salary Standard, Year-End Bonus and Employee Remuneration Distribution, the Remuneration Committee shall propose evaluation recommendation, and the approval of the Board of Directors shall be obtained, the same requirement is applied to adjustment thereof.

- (C) The combination of remuneration payment of the Company is specified according to the Remuneration Committee Charter and includes cash remuneration, stock option, profit sharing and stock ownership, pension welfare and severance pay, various allowances and other measures for substantial rewards. Its scope is consistent with the remuneration of directors and managerial officers specified in the Regulations Governing Information to be Published in Annual Reports of Public Companies. For the fiscal year 2024, the Company's net profit after tax decreased by 31.79% compared to the same period last year. The appropriation ratio for directors' emoluments and employee remuneration decreased compared to the previous year, resulting in a decrease in remuneration for directors, general managers, and vice general managers compared to the fiscal year 2023.
- (D) Procedure for remuneration establishment:
- ◆ To periodically evaluate the remuneration of directors and managerial officers, the evaluation results performed according to the “Rules for Performance Evaluation of Board of Directors” and the “Evaluation and Performance Management Regulations” applicable to managerial officers and employees are used as the determination basis.
 - ◆ Relevant performance evaluation and remuneration reasonableness of directors and managerial officers of the Company are periodically evaluated and reviewed by the Remuneration Committee and the Board of Directors annually. In addition to the review of individual performance achievement rate and contribution to the Company, the overall operation performance, industry future risk and development trend of the Company are also considered. Furthermore, the actual operation status and relevant laws and regulations are reviewed timely with respect to the remuneration system, and the current corporate governance trend is comprehensively considered, in order to provide reasonable remuneration, thus achieving balance between sustainable operation and risk control of the Company. The actual issuance amount of the 2024 remuneration of directors and managerial officers, are reviewed by the Remuneration Committee, followed by submitting to the Board of Directors for resolution.
- (E) Correlation between business performance and future risk:
- ◆ The review of the remuneration policy related payment standard and system of the Company is mainly based on the overall operation status of the Company, and the payment standard is determined according to the performance achievement rate and contribution level, in order to improve the performance of the Board of Directors and management. In addition, the remuneration standard adopted in the industry is also considered, in order to ensure that the remuneration for the management of the Company is competitive, thus retaining outstanding management talents.
 - ◆ The managerial officer performance goal of the Company is linked to each relevant human resource and relevant remuneration policy according to the rating result of actual performance evaluation. For important decisions made by the

management of the Company, various risk factors are considered in advance, and the performance of relevant decisions reflect in the profit status of the Company.

III. Implementation of Corporate Governance

(I) Operational Status of the Board of Directors

Seating and attendance of directors in the 11 meetings of the Board of Directors in the past year up to the date the Annual Report was printed are as follows:

Job Title	Name	Attendance in person	Attendance through proxy	Ratio of attendance in person	Remarks
Chairman	Hsu, Cheng-Min	11	0	100.00	—
Director	Lee, Ming-Hsi	11	0	100.00	—
Director	Lin, Chen-Min	11	0	100.00	—
Director	Chiang, Rong-Kuo	4	0	100.00	Note
Director	Hsu, Ming-Chieh	11	0	100.00	—
Director	Hsu, Ming-Hung	11	0	100.00	—
Director	Lan, Iing-Iing	4	0	100.00	Note
Director	Lee, Jen-Shin	4	0	100.00	Note
Director	Hou, Shang-Wen	4	0	100.00	Note
Director	Hocheng Corporation Representative: Chiu, Chi-Hsin	11	0	100.00	—
Director	YADA Investment Ltd. Representative: Chiu, Ting-Wen	4	0	100.00	Note
Independent Director	Huang, Leei-May	11	0	100.00	—
Independent Director	Hsiao, Shyh-Chyi	11	0	100.00	—
Independent Director	Lin, Chiu-Lien	11	0	100.00	—
Independent Director	Chung, Yi-Fang	11	0	100.00	—

Note : The board of directors was completely re-elected and dismissed on June 12, 2024.

Other details to be documented:

1. Matters listed in Article 14-3 of the Securities and Exchange Act:

Since we have established an Audit Committee, therefore, the provisions of Article 14-3 of the Securities and Exchange Act do not apply. Please refer to Pages 28-31 for relevant information.

2. Besides the foregoing, other resolutions reached in Board of Directors' meetings objected to or with reservations expressed by independent directors that are recorded or documented in written statements: None.

3. Recusal of directors/independent directors upon conflicts of interest in proposals being discussed:

(1) Twenty-first Meeting of the 10th Session of the Board of Directors on February 2, 2024

Proposal: 2023 Managerial Officer's Year-End Bonus Payment Criteria.

Directors who recused themselves from the discussion and voting: Hsu, Cheng-Min, Lee, Ming-Hsi, Hsu, Ming-Chieh and Hsu, Ming-Hung.

Reasons for recusal and participation in voting: Following Article 206 of the Company Act, the resolution was approved unanimously by the Acting Chairman after consultation with the other directors present, except for four directors, namely, Hsu, Cheng-Min, Lee, Ming-Hsi, Hsu, Ming-Chieh and Hsu, Ming-Hung, who recused themselves and did not participate in the voting.

(2) First Meeting of the 11th Session of the Board of Directors on June 12, 2024

Proposal: Appointment of the 6th Compensation and Remuneration Committee.

Directors who recused themselves from the discussion and voting: Huang, Leei-May, Hsiao, Shyh-Chyi, Lin, Chiu-Lien and Chung, Yi-Fang.

Reasons for recusal and participation in voting: In accordance with Article 206 of the Company Act, the resolution was approved by the other directors present, except for the four independent directors, namely, Huang Li-Mei, Hsiao Shyh-Chyi, Lin Chiu-Lien, and Chung Yi-Fang, who recused themselves and did not participate in the voting.

(3) Fifth Meeting of the 11th Session of the Board of Directors on January 17, 2025

Proposal: Distribution of Employee Compensation for the Year 2023.

Directors who recused themselves from the discussion and voting: Hsu, Cheng-Min, Lee, Ming-Hsi, Hsu, Ming-Chieh and Hsu, Ming-Hung.

Reasons for recusal and participation in voting: Following Article 206 of the Company Act, the resolution was approved unanimously by the Acting Chairman after consultation with the other directors present, except for four directors, namely, Hsu, Cheng-Min, Lee, Ming-Hsi, Hsu, Ming-Chieh and Hsu, Ming-Hung, who recused themselves and did not participate in the voting.

(4) Fifth Meeting of the 11th Session of the Board of Directors on January 17, 2025

Proposal: Expected Standards for the Distribution of Year-End Bonuses for Managers in the Year 2024

Directors who recused themselves from the discussion and voting: Lee, Ming-Hsi

Reasons for recusal and participation in voting: In accordance with Article 206 of the Company Act, the resolution was approved by the other directors present, except for one director, namely, Lee, Ming-Hsi who recused himself and did not participate in the voting.

4. The evaluation of the Board of Directors and functional committees' performance
(has been submitted to the Board of Directors on March 12th, 2025)

Evaluation cycle	Evaluated period	Evaluation scope	Evaluation method	Evaluation content Assessment Result	Evaluation content Assessment Result
Once a year	January 1, 2024~ December 31, 2024	Entirety of board of directors	Internal self-evaluation of board of directors	Measurement items for the performance evaluation of board of directors include 1. Participation in the operation of the company; 2. Improvement of the quality of the board of directors' decision making; 3. Composition and structure of the board of directors; 4. Election and continuing education of the directors; and 5. Internal control.	The evaluation result score of 88.4 points is higher than the standard score, indicating that the board of directors bears the responsibilities for providing proper guidance and supervising strategies, major business and risk management of the Company, and is also able to establish proper internal control system, to improve overall operation status and to comply with the requirements of corporate governance.
Once a year	January 1, 2024~ December 31, 2024	Individual board member	Board member selfevaluation	Measurement items for the self-performance evaluation of board members include 1. Alignment of the goals and mission of the company; 2. Awareness of the duties of a director; 3. Participation in the operation of the company; 4. Management of internal relationship and communication; 5. The director's professionalism and continuing education; and 6. Internal control.	The evaluation result score of 92.9 points (average) is significantly exceed the standard score, indicating that each director receives positive evaluation result in the operational efficiency and outcome for all indicators.
Once a year	January 1, 2024~ December 31, 2024	Compensation and Remuneration Committee	Internal selfevaluation of board of directors	Measurement items for the performance evaluation of functional committee include 1. Participation level in the operation of the company; 2. Awareness of the duties of the functional committee; 3. Improvement of quality of decisions made by the compensation and remuneration committee; 4. Composition of the functional committee	The evaluation result score of 89 points is higher than the standard score, indicating that the functional committee overall operation status is complete and complies with the requirements of corporate governance, such that it is able to effectively enhance the functions of the board of directors.

Evaluation cycle	Evaluated period	Evaluation scope	Evaluation method	Evaluation content Assessment Result	Evaluation content Assessment Result
				and election of its members; 5. Internal control	
Once a year	January 1, 2024~ December 31, 2024	Audit Committee	Internal selfevaluation of board of directors	Measurement items for the performance evaluation of functional committee include 1. Participation level in the operation of the company; 2. Awareness of the duties of the functional committee; 3. Improvement of quality of decisions made by the audit committee; 4. Composition of the functional committee and election of its members; 5. Internal control	The evaluation result score of 89.1 points is higher than the standard score, indicating that the functional committee overall operation status is complete and complies with the requirements of corporate governance, such that it is able to effectively enhance the functions of the board of directors

(II) Operation of the Audit Committee

Seating of members in the 9 meetings held by the Audit Committee in the past year up to the date the Annual Report was printed is as follows:

Job Title	Name	Attendance in person	Attendance through proxy	Ratio of attendance in person	Remarks
Convener	Huang, Leei-May	9	0	100.00	—
Member	Hsiao, Shyh-Chyi	9	0	100.00	—
Member	Lin, Chiu-Lien	9	0	100.00	—
Member	Chung, Yi-Fang	9	0	100.00	—

Other details to be documented:

1. Matters listed in Article 14-5 of the Securities and Exchange Act: Refer to Pages 28-31 for details.
2. Besides those mentioned in the foregoing, other resolutions with approval by two-thirds and more of all directors despite the failure to be approved by the Audit Committee: None.
3. Recusal of independent directors upon conflicts of interest in proposals being discussed: This did not happen.
4. The Company's Audit Committee was established on June 8, 2018 to replace the function of existing supervisors. Each Independent Director serves as an ex officio member. For the current term, the Convener and Chairman of the Audit Committee from June 12, 2024 to June 11, 2027 shall be Ms. Huang, Leei-Mei.
5. The Company's Board of Directors approved on March 16, 2018 the Organic Rules of the Audit Committee to be followed. The Audit Committee shall, as defined in the Organic Rules, aim primarily to supervise adequate expressions in the Company's financial statements, the selection (dismissal) of CPAs and their independence and

performance, effective implementation of internal control, compliance with applicable laws and regulations, control with existing or potential risks.

The Company's Audit Committee met a total of 9 times in the past year up to the Date the Annual Report was printed primarily to deliberate on:

- (1) Audit of financial statements
- (2) Internal control system and related policies and procedures
- (3) Major asset transactions, loaning of funds and making endorsements/guarantees.
- (4) Evaluate the effectiveness of the internal control system.
- (5) Appoint a certified public accountant (CPA) for attestation.

6. Important decisions of the Audit Committee:

Date	Meeting Session	Summary of Contents		Opinions from audit members and how the Company addresses them	Matters specified under Article 14-5 of the Securities and Exchange Act
2024.02.02	2 nd Session 19 th meeting	1.	Review the financing loan proposal where Chi Chau Printed Circuit Board (Vietnam) Co., Ltd. seeks funding from our Company.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
2024.03.15	2 nd Session 20 th meeting	1.	Review of the Company's 2023 Financial Statements.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		2.	Review the assessment of the effectiveness of the internal control system for the fiscal year 2023, as well as the Internal Control System Statement proposal for the same period.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		3.	Review proposed amendments to certain articles of our Company's " Handling Procedures for Providing Endorsements and Guarantees for Third Parties.".	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		4.	Review proposed amendments to certain articles of our Company's " Handling Procedures for Capital Lending.".	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		5.	Review the company's reappointment of the CPA for the fiscal year 2024.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
2024.04.22	2 nd Session 21 st meeting	1.	Review of the Company's 2023 Business Report.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		2.	Review of the distribution of earnings for 2023.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
2024.05.13	2 nd Session 22 nd meeting	1.	Review of the Company's Consolidated Financial Statement	The resolution was approved by all members without objection and	No

Date	Meeting Session	Summary of Contents	Opinions from audit members and how the Company addresses them	Matters specified under Article 14-5 of the Securities and Exchange Act
		for the first quarter of 2024.	was submitted for approval by the directors who participated in the discussion and voting.	
		2. Review the company's endorsement and guarantee as well as the credit facility for Chi Chau Printed Circuit Board (Vietnam) Co., Ltd.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
2024.08.12	3 rd Session 1 st meeting	1. Nominate and elect the convener of the third Audit Committee.	The committee unanimously approved the nomination of Committee Member Huang, Leei-May to serve as the convener and chairperson of the meeting.	No
		2. Review of the Company's Consolidated Financial Statement for the second quarter of 2024.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	No
		3. Review proposed amendments to certain articles of the Company's "Board Meeting Rules."	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		4. Review proposed amendments to certain articles of the Company's "Related Party Transaction Management Guidelines," "Board Meeting Rules," "Internal Procedures for Handling Material Information," " Handling Procedures for Providing Endorsements and Guarantees for Third Parties," and " Handling Procedures for Capital Lending."	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
2024.11.13	3 rd Session 2 nd meeting	1. Review of the proposal for the evaluation of the intention to lend funds.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		2. Review of the Company's Consolidated Financial Statement for the third quarter of 2024.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	No
		3. Review of the proposal for the professional fees paid by the company to the CPA for auditing in fiscal year 2024.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		4. Review of the proposal to establish the "Sustainable Information Management Operations Guidelines."	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes

Date	Meeting Session	Summary of Contents		Opinions from audit members and how the Company addresses them	Matters specified under Article 14-5 of the Securities and Exchange Act
		5.	Review of the proposed amendments to certain provisions of the "Internal Control System," "Internal Auditing Implementation Regulations," and "Internal Control Management Guidelines."	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		6.	Review of the 2025 Audit Plan.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
2025.01.17	3 rd Session 3 rd meeting	1.	Review the company's endorsement and guarantee as well as the credit facility for Chi Chau Printed Circuit Board (Vietnam) Co., Ltd.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		2.	Review the financing loan proposal where Chi Chau Printed Circuit Board (Vietnam) Co., Ltd. seeks funding from our Company.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
2025.03.12	3 rd Session 4 th meeting	1.	Review of the Company's 2024 Financial Statements.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		2.	Review the assessment of the effectiveness of the internal control system for the fiscal year 2024, as well as the Internal Control System Statement proposal for the same period.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		3.	Review of the proposed amendments to certain provisions of the Company's "Payroll Management Cycle" Internal Control System and Internal Auditing Implementation Regulations.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		4.	Review the company's reappointment of the CPA for the fiscal year 2025.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		5.	Review of the proposal for the evaluation of the intention to lend funds.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
2025.04.11	3 rd Session 5 th meeting	1.	Review of the Company's 2024 Business Report.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes

Date	Meeting Session	Summary of Contents		Opinions from audit members and how the Company addresses them	Matters specified under Article 14-5 of the Securities and Exchange Act
		2.	Review of the distribution of earnings for 2024.		Yes

7. Communication between independent directors and internal audit heads and CPAs:

- (1) The head of internal audit, after the audit report and the follow-up report have been submitted for approval, delivers them to each independent director by the end of the month following completion of the audits for the latter's review. If independent directors need further information about how the audit is implemented and the follow-up outcome, they may contact the head of the audit at any time. The head of internal audit is also seated in the Board of Directors' meeting to report the audit operation and answer questions and take part in discussions.
- (2) The independent directors communicated with the head of the audit regarding the implementation status of the audit plan for each quarter of 2023 and some of the implementation details on February 2, 2024, March 15, 2024, April 22, 2024, May 13, 2024, August 12, 2024, November 13, 2024, and March 12, 2025, respectively. While performing the audits in 2024, the audit unit did not find major anomalies or violations and matters that should be reported to the independent directors immediately.
- (3) The independent directors communicated and discussed the update of important laws and regulations (including the TIFRS) and key matters being inspected with the CPA(s) on March 7, 2025.

(III) Corporate Governance Implementation Status and Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons:

Evaluation item	Operation			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
I. Does the Company establish and disclose its corporate governance principles following the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies?	✓		The Company has established the Corporate Governance Best Practice Principles to govern the protection of shareholder equity, reinforcement of the Board of Directors' function, respect of the rights of the stakeholders, and improvement of information transparency. For the Company's Corporate Governance Best Practice Principles, visit the Company's website.	No difference
II. Shareholding Structure and Shareholder Equity				No difference
1. Does the company establish internal operating procedures for addressing suggestions from, concerns of, disputes, and lawsuits involving shareholders and implement the procedures?	✓		1. The Company has a spokesperson and acting spokespersons to address suggestions from or disputes involving shareholders.	
2. Does the Company have a list of major shareholders that have actual control over the Company and a list of ultimate owners of those major shareholders?	✓		2. The Company has an agency to take care of its stock affairs and someone is assigned to take charge of staying in touch with shareholders, keeping track of the list of major shareholders that control the Company, and maintaining optimal relations with major shareholders.	
3. Has the Company established and implemented risk management and firewall mechanisms with its affiliates?	✓		3. The Company has established the Operating Procedure for Transactions with Related Parties, Specific Companies, and Group Businesses and has enforced risk control between the Company and its affiliates and the appropriate firewall mechanisms as required by law.	
4. Has the Company established internal rules against insider trading with undisclosed information?	✓		4. The Company has established the Operating Procedure for Handling Major Internal Information to prevent against insider trading.	
III. Composition and Responsibilities of the Board of Directors				No difference
1. Has the Board of Directors developed a diversification policy, specific management objectives, and implemented them	✓		1. The diversification policy is defined under Chapter 3 "Reinforced Function of Board of Directors" of the Company's Corporate Governance Best Practice Principles. The nomination of the Board of Directors members and their screening is based on the requirements of the Company's Articles of	

Evaluation item	Operation			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
1.Has the Board of Directors developed a diversification policy, specific management objectives, and implemented them	✓		<p>Incorporation. The candidate nomination system is adopted. Besides the education and experience of each candidate, opinions from stakeholders are taken into consideration and the Directors' Election Regulations and the Corporate Governance Best Practice Principles are followed to ensure the diversification and independence of members of the Board of Directors.</p> <p>The company's 11th Board of Directors includes 9 Directors, including 4 Independent Directors. Among them, 3 directors are female and possess strong leadership, business judgment, operation and management skills, crisis management, industry knowledge, and decision-making abilities, such as Li, Ming-Hsi, Hsu, Cheng-Min, and Chiu, Chi-Hsin. Directors with accounting and financial analysis skills include Huang, Li-Mei; Hsu, Ming-Chieh and Hsu, Ming-Huang specialize in administrative management and marketing respectively. Chung, Yi-Fang have experience in social service affairs. Hsiao, Shih-Chi and Lin, Chiu-Lien are well-versed in investment and financial matters.</p> <p>Our company's independent directors account for 44%, female directors account for 33%, and directors who are also employees of the company account for 44%. One independent director has served for less than three years, one for 4-6 years, one for 7-9 years, and one for more than 9 years. Two directors are over 70 years old, five are between 61-70 years old, one is between 41-50 years old, and one is between 31-40 years old. Our company attaches importance to gender equality in the composition of the Board of Directors, with a target of over 30% female directors.</p> <p>The diversification policy for the composition of the Board of Directors has been disclosed on the Company's website.</p>	No difference
2. Does the Company voluntarily establish other functional committees in addition to the Compensation and Remuneration Committee and the Audit Committee that are established as required by laws?	✓		<p>2. Besides the Compensation and Remuneration Committee that has been established as required by law, the Company set up the Sustainable Development Committee in 2018. The Committee is run by respective departments reflective of their function.</p>	

Evaluation item	Operation			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
3. Has the Company established standards and methods for evaluating the performance of the Board of Directors, and does the Company implement the performance evaluation periodically and submit results of the performance evaluation to the Board of Directors, and use them for reference while deciding compensation and rewards for individual directors and nominating them for a second term in office?	✓		3. The Company periodically reflects upon the efficacy of the Board of Directors and is gradually enhancing corporate governance and has established the Board of Directors Performance Evaluation Guidelines and its evaluation method that is being reviewed and revised every year. The Remuneration Committee and the Board of Directors determine the remuneration of directors and consider nominations for reelection based on the company's operating performance and director performance evaluation results. The performance evaluation of the 2024 Board of Directors and the functional committees were submitted to the Board of Directors on March 12, 2025. Please refer to pages 26-27 for details of the evaluation results.	No difference
4. Does the Company regularly evaluate the independence of CPAs?	✓		4. Our company's Finance Department evaluates the independence and suitability of the signing accountant once a year, by the end of January. This evaluation includes consideration of the audit quality indicators (AQIs) provided by KPMG for the fiscal year 2023. The assessment results for Accountants Chen Yi-Chun and Lien Shu-Ling were satisfactory, meeting the Company's standards for independence and suitability as signing accountants. The evaluation outcomes were reported to the Board of Directors on March 12, 2025. For more details on the evaluation criteria, please refer to pages 40-41.	

Evaluation item	Operation			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
IV. Has the Company appointed a competent and appropriate number of personnel responsible for corporate governance matters, and delegated the company's corporate governance supervisors to be in charge of such matters (including but not limited to providing information for directors and supervisors to perform their functions, assisting directors and supervisors in complying with laws and regulations, handling matters related to Board meetings and shareholders meetings according to the law, and producing minutes of the Board meetings and shareholders meetings)	✓		<p>1. The Company set up its head of corporate governance on May 11, 2021 to be the highest-ranking official and to take charge of corporate governance-related affairs and competent people are configured to handle corporate governance-related affairs.</p> <p>2. The head of corporate governance is responsible for the supervision. The stock affairs unit is responsible for performing tasks concerning corporate governance, including matters related to each Board of Directors' meeting and general shareholders meeting, producing the minutes of the Board of Directors' meeting and shareholders meeting, applying for change of registration, providing directors with materials required for them to perform duties, and periodically providing directors with information on continuing education, regular reports to the Board of Directors include the examination results of the qualifications of Independent Directors during nomination, appointment, and tenure, as well as other matters stipulated in the Company's Articles of Incorporation or contracts.</p> <p>3. At present, the head of corporate governance is Hu, Hsiu-Hsing, who is also the Vice General Manager of the Finance Department and is known for her abundant financial background and prior practical experience working as a professional manager.</p> <p>4. Continuing education for the head of corporate governance, please refer to page 40.</p>	No difference
V. Has the Company established a communication channel and set up a designated section on its website for stakeholders (including, without limitation, shareholders, employees, customers, suppliers, etc.) and properly respond to corporate social responsibility issues that stakeholders are concerned about?	✓		For corresponding financial institutions and creditors of the Company, there are related departments and staff to be responsible for providing sufficient information. There are also smooth communications with employees so that stakeholders have sufficient information to make a judgment and protect their rights.	No difference
VI. Does the Company designate a professional shareholder service agency to deal with affairs relating to shareholders meetings?	✓		The Company authorizes the Registrar of KGI Securities Corporation to deal with shareholders meetings-related affairs.	No difference

Evaluation item	Operation			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
VII. Disclosure of Information				No difference
1. Has the Company established a corporate website to disclose information regarding its financial, business and corporate governance status?	✓		Information about the financial operation and corporate governance have been disclosed on the Company's website (https://www.tpt-pcb.com.tw).	
2. Does the Company adopt other ways of disclosing information (e.g., maintaining an English website, appointing responsible people to handle information collection and disclosure, creating a spokesperson system, webcasting investor conferences on the company website)?	✓		There is a specialist to take charge of collecting and disclosing corporate information and the spokesperson system has been enforced as required.	
3. Does the Company announce and declare its Annual Financial Statement within two months after a fiscal year ends and announce and declare the financial statements for the first, second, and third quarters and operational status of each month earlier than the required deadline?	✓		The Company announces and declares its financial statements by the given deadline for each quarter now and announces the operational status of each month on time.	

Evaluation item	Operation			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
VIII. Is there any other important information available to facilitate a better understanding of the Company's corporate governance operational status (including without limitation employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, continuing education of directors, the implementation of risk management policies and risk evaluation standards, the implementation of customer relations policies, and purchasing insurance for directors and supervisors)?	✓		<ol style="list-style-type: none"> 1. Employee benefits and employee care: The Employee Welfare Committee is established. The members are elected among the employees. The Committee takes care of various welfare matters. Meanwhile, the pension fund is allocated and set aside as required by the Labor Standards Act and the Labor Pension Act. 2. Investor relations: The Company holds the shareholders meeting according to the Company Act and applicable laws and regulations yearly and shareholders are given sufficient opportunities to ask questions and introduce proposals. There are also spokespersons to address suggestions from, concerns of, and disputes involving shareholders. The Company also takes care of announcing and declaring related information as required by the competent authority and provides various on-time information that may impact investors' decisions. 3. Supplier relations: Attention is paid to the legitimacy of pricing, unit prices, specifications, payment terms, lead time, product and service quality, or other data are sufficiently compared before a decision is made. The Company also forms a long-term close relationship with suppliers, coordinates and works with them, and trust and benefit each other while jointly pursuing sustainability, a win-win situation, and mutual growth. 4. Rights of stakeholders: The Company keeps smooth communications with corresponding banks, employees, customers, and suppliers and respect and protects the legal rights they are entitled to. There are also spokespersons to answer questions from investors to that investors and stakeholders are provided with highly transparent information about the financial standing of the Company. 5. Continuing Education of Directors: The Company provides directors with information on suitable continuing education courses from time to time. 	No difference

Evaluation item	Operation			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
VIII. Is there any other important information available to facilitate a better understanding of the Company's corporate governance operational status (including without limitation employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, continuing education of directors, the implementation of risk management policies and risk evaluation standards, the implementation of customer relations policies, and purchasing insurance for directors and supervisors)?	✓		<p>6. Implementation of the Risk Management Policy and Risk Evaluation Criteria: The Company has established the Procedure for the Acquisition or Disposal of Assets, the Operational Procedures for Endorsements and Guarantees and Guarantees, and the Operational Procedures for Loaning of Company Funds, among others, to serve as the criteria for risk control and risk evaluation while the implementation unit and the audit unit of the Company performs the above-mentioned tasks.</p> <p>7. Implementation of Customer Policy: To provide customers with comprehensive service and protection, the Company communicates in real-time with customers and sufficiently on their complaints to know what they need and to boost the interaction between the Company and the customers and their complaints are reflected upon in production and distribution meetings from time to time to seek improvements.</p> <p>8. The Company has had directors covered by liability insurance.</p>	No difference
IX. Improvements already made by the Company according to the governance evaluation results released in the past year by the corporate governance center of Taiwan Stock Exchange and matters and measures to be prioritized are as follows.				
Evaluation item	Priorities in 2024		Priorities in 2025	
Protection of shareholder equity and fair treatment of shareholders	Record the significant content of shareholders' inquiries and the company's responses during the proceedings of the Regular Meeting of Shareholders in the minutes.		The company will hold its shareholders' meeting at the end of May.	
Enhanced Information Transparency	Prepare the Sustainability Report under the GRI Universal Standards and upload it to the Taiwan Stock Exchange Market Observation Post System and the company's website for public access.		The company holds at least two corporate briefings annually.	
Reinforce Board of Directors' Structure and Operation	To disclose the assessment process used by the Board of Directors to regularly (once annually) reference Audit Quality Indicators that assess the independence and capability of the Certified Public Accountants (CPAs).		The board performance evaluation system clearly stipulates that the board's performance evaluation must be conducted at least once every three years.	

Continuing education for directors of the Company:

Job Title	Name	Date of inauguration	Date		Organizer	Course title	Hours involved	Remarks
			Start	End				
Director	Hsu, Cheng-Min	2024.06.12	2024.10.18	2024.10.18	Securities and Futures Institute	2024 Annual Insider Trading Prevention Awareness Seminar	3	—
Director	Lee, Ming-Hsi	2024.06.12	2024.10.18	2024.10.18	Securities and Futures Institute	2024 Annual Insider Trading Prevention Awareness Seminar	3	
Director	Hsu, Ming-Chieh	2024.06.12	2024.09.20	2024.09.20	Securities and Futures Institute	2024 Annual Insider Trading Prevention Awareness Seminar	3	
Director	Hsu, Ming-Hung	2024.06.12	2024.09.20	2024.09.20	Securities and Futures Institute	2024 Annual Insider Trading Prevention Awareness Seminar	3	
Director	Chiu, Chi-Hsin	2024.06.12	2024.06.07	2024.06.07	Taiwan Corporate Governance Association	Optimization and Practical Implementation of the Group's Corporate Operational Model	3	—
Director	Chiu, Chi-Hsin	2024.06.12	2024.12.06	2024.12.06	Taiwan Corporate Governance Association	Global Trends in Digital Innovation Technology and Artificial Intelligence Development, and Risk Management	3	—
Independent Director	Huang, Leei-May	2024.06.12	2024.07.09	2024.07.09	Taiwan Corporate Governance Association	Discussion on Corporate Employee Compensation Strategies and the Use of Tools	3	—
Independent Director	Huang, Leei-May	2024.06.12	2024.07.23	2024.07.23	Taiwan Corporate Governance Association	Technology Risk Development Trends in the Cloud Generation	3	—
Independent Director	Hsiao, Shyh-Chyi	2024.06.12	2024.08.16	2024.08.16	Taiwan Corporate Governance Association	Data Center Re-evolution: Development Trends of Silicon Photonics and Artificial Intelligence Servers	3	—
Independent Director	Hsiao, Shyh-Chyi	2024.06.12	2024.09.04	2024.09.04	Taiwan Corporate Governance Association	Net Zero Carbon Emission Awareness Seminar	3	—
Independent Director	Lin, Chiu-Lien	2024.06.12	2024.02.21	2024.02.21	Greater China Financial and Economic Development Association and Taiwan Listed Companies Association	Building a Resilient Supply Chain for Enterprises	3	—

Job Title	Name	Date of inauguration	Date		Organizer	Course title	Hours involved	Remarks
			Start	End				
Independent Director	Lin, Chiu-Lien	2024.06.12	2024.08.16	2024.08.16	Taiwan Corporate Governance Association	Data Center Re-evolution: Development Trends of Silicon Photonics and Artificial Intelligence Servers	3	—
Independent Director	Chung, Yi-Fang	2024.06.12	2024.03.29	2024.03.29	Securities and Futures Institute	2024 Economic Outlook and Industry Trends	3	
Independent Director	Chung, Yi-Fang	2024.06.12	2024.07.26	2024.07.26	Securities and Futures Institute	Transformational Opportunities and Challenges for Taiwan's Industries under Geopolitics – Exclusive Analysis by PMI / NMI	3	

Continuing education for the head of corporate governance:

Name	Date		Organizer	Course title	Hours involved	Remarks
	Start	End				
Hu, Hsiu-Hsing	2024.01.11	2024.01.11	Accounting Research And Development Foundation	Common Internal Control Management Deficiencies in Enterprises and Practical Case Analysis	6	—
Hu, Hsiu-Hsing	2024.02.26	2024.02.26	Accounting Research And Development Foundation	Common Deficiencies in "Financial Statement Review" and Practical Analysis of Key Internal Control Regulations	6	—

Relevant certifications for personnel involved in financial information transparency and designated by the competent authorities:

Certification	Department	No. of person
Institute of Internal Auditors – Chinese Taiwan	Audit Office	1
Certified Internal Auditor	Audit Office	1

Assessment criteria and results for the independence and competence of Certified Public Accountants:

Evaluation item	Assessment outcome	Independence and competence Yes or No
Whether or not the CPA has direct or significant indirect financial interests with the Company?	Y	Y
Whether or not the CPA has engaged in financing or guarantee activities with the Company or the Company's directors?	Y	Y
Whether or not the CPA has close business relationships with the Company and potential employment relationships?	Y	Y
Whether or not the CPA and members of the audit team have served as directors, managers, or personnel with significant	Y	Y

Evaluation item	Assessment outcome	Independence and competence Yes or No
influence on audit work in the Company within the past two years?		
Whether or not the CPA has provided non-audit services items to the Company that could directly influence audit work?	Y	Y
Whether or not the CPA has acted as an intermediary for the issuance of stocks or other securities by the Company?	Y	Y
Whether or not the CPA has acted as a defender for the Company or represented the Company in coordinating conflicts with third parties?	Y	Y
Whether or not the CPA has relatives in significant influence positions, such as directors, managers, or personnel with significant influence on audit cases within the Company?	Y	Y
Whether or not the Company has retained the same CPA without replacement for seven consecutive years, or if the CPA has been subject to disciplinary action or other circumstances prejudicial to his/her independence?	Y	Y
Whether or not there have been disciplinary actions from the Competent Authority, the CPA Association, or disciplinary actions taken under Paragraph 3 Article 37 of the Securities and Exchange Act?	Y	Y
Whether or not the quality and timelines of audit and tax services meet the requirements?	Y	Y
Whether or not the CPA maintains good communication with the Company's management and directors?	Y	Y
Whether or not the CPA provides proactive recommendations on the company's systems and internal control audits and maintains records of such recommendations?	Y	Y
Whether or not the CPA regularly updates the Company on tax affairs, securities regulations, and newly revised International Financial Reporting Standards?	Y	Y
Whether or not the members of the Audit Services Team demonstrate stability?	Y	Y
Whether or not the CPA assesses and supervises various risks existing or potentially present in the Company?	Y	Y

(IV) Compensation and Remuneration Committee

1. Membership of Compensation and Remuneration Committee :
Please refer to pages 10-11 for information on the professional qualifications of directors and the independence of independent directors
2. Information on the Operational Status of the Compensation and Remuneration Committee
 - (1) The Company's Compensation and Remuneration Committee consists of 4 members in total; each of them serves a term in office from June 12, 2024 to June 11, 2027. Their responsibilities are:
 - ① To establish and periodically review the policies, systems, standards, and structure for performance evaluation and compensation of directors and managers.

- ②To regularly evaluate and determine the compensation of directors and managers.
- (2) Attendance of members in the 6 meetings held by the Compensation and Remuneration Committee in the past year up to the date the Annual Report was printed is as follows:

Job Title	Name	Attendance in person	Attendance through proxy	Attendance in person (%)	Remarks
Convener	Huang, Leei-May	6	0	100.00	—
Member	Hsiao, Shyh-Chyi	6	0	100.00	—
Member	Lin, Chiu-Lien	6	0	100.00	—
Member	Chung, Yi-Fang	3	0	100.00	Note

Note: The newly appointed directors assumed office on June 12, 2024.

Other details to be documented:

- ① The Board of Directors does not adopt or modify the advice provided by the Compensation and Remuneration Committee: This did not happen.
- ② For decisions made by the Compensation and Remuneration Committee, as long as members are objecting or having their reservations that are recorded or stated in writing, the date of the Compensation and Remuneration Committee meeting, the session number, contents of the proposal, and how opinions from all members and opposing members are handled should be described: This did not happen.
- ③ Meeting minutes of the Compensation and Remuneration Committee Meeting:

Date	Meeting Session	Summary of Contents		Opinions from the compensation members and how the Company addresses them
2024.02.02	5 th Session 9 th meeting	1.	Expected release criteria for the year-end bonus for managerial officers of 2023.	The proposal was approved as is by all members and was submitted to the Board of Directors for a decision.
2024.03.15	5 th Session 10 th meeting	1.	Proposal of the Company's Employee and Director Remuneration for the Fiscal Year 2023.	The proposal was approved as is by all members and was submitted to the Board of Directors for a decision.
2024.05.13	5 th Session 11 th meeting	1.	Distribution of the remuneration to directors for 2023.	The proposal was approved as is by all members and was submitted to the Board of Directors for a decision.
2024.08.12	6 th Session 1 st meeting	1.	Nomination of the Convener for the 6th Compensation Committee.	The committee unanimously approved the nomination of Committee Member Huang Leei-May to serve as the convener and chairperson of the meeting.
		2.	Proposed amendments to certain provisions of the "Board Compensation and Remuneration Distribution Guidelines."	The proposal was approved as is by all members and was submitted to the Board of Directors for a decision.
2025.01.17	6 th Session 2 nd meeting	1.	Distribution of the remuneration to employees for 2023.	The proposal was approved as is by all members and was submitted to the Board

Date	Meeting Session	Summary of Contents		Opinions from the compensation members and how the Company addresses them
				of Directors for a decision.
		2.	Expected release criteria for the year-end bonus for managerial officers of 2024.	The proposal was approved as is by all members and was submitted to the Board of Directors for a decision.
2025.03.12	6 th Session 3 rd meeting	1.	Proposal of the Company's Employee and Director Remuneration for the Fiscal Year 2024.	The proposal was approved as is by all members and was submitted to the Board of Directors for a decision.
		2.	Proposal for the appointment of a new managerial officer.	The proposal was approved as is by all members and was submitted to the Board of Directors for a decision.

(V) The state of the Company's promotion of sustainable development, any variance from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reason for any such variance

Implementation Items	Implementation Status			The Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and the reason for any such variance
	Y	N	Summary Description	
1. Whether the company has established a governance structure to promote sustainable development and set up a dedicated (concurrent) unit to promote sustainable development, which is delegated by the Board of Directors to senior management, and supervised by the Board of Directors	✓		<ol style="list-style-type: none"> 1. The Company established the Sustainability Committee on August 8, 2017 through the enactment of the "Organizational Regulations of the Sustainability Committee" by the Board of Directors. The committee consists of five subgroups: Green Sustainability, Cooperative Partners, Happy Workplace, Social Care, and Corporate Governance. 2. The Sustainable Development Committee is a push unit delegated by the Board of Directors and is required to report annually to the Board of Directors on economic, environmental and social issues arising from its operations. 3. Currently, the Sustainable Development Committee is responsible for the planning and implementation of the Sustainable Development policy, systems and management guidelines, as well as their implementation by the Chairman, who convenes the relevant Department Heads or designated staff. 4. The Sustainable Development Committee reported its execution status for the fiscal year 2024 to the Board of Directors on March 12th, 2025, and the Board of Directors is fully aware of the results of the execution. In addition, the Board of Directors further confirmed with the Sustainable Development Committee the progress of the ESG report preparation and any issues identified during the preparation process, to ensure that the company complies with the submission requirements and to understand the company's direction for strengthening its ESG efforts. 	No significant difference
2. Does the Company conduct risk assessments on environmental, social and corporate governance issues related to its operations under the materiality principle, and formulates relevant risk management policies or strategies?	✓		<ol style="list-style-type: none"> 1. The group has evaluated its major areas of operations, which include the Taiwan Printed Circuit Board Techvest Co., Ltd.'s facilities located in Pingzhen, Kaohsiung, Wuxi, Zhongshan, Suining, Vietnam, and T-Flex Techvest PCB Co.,Ltd., in accordance with the materiality principle. These areas account for 99.99% of the net revenue disclosed in our consolidated financial statements. 2. The group conducts a risk assessment of significant issues based on the materiality principle in the sustainability report. Based on the results of the risk assessment, relevant risk assessment policies or strategies are established as follows. For detailed implementation, please refer to the company's sustainability report. 	No significant difference

Implementation Items	Implementation Status				The Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and the reason for any such variance	
	Y	N	Summary Description			
2. Does the Company conduct risk assessments on environmental, social and corporate governance issues related to its operations under the materiality principle, and formulates relevant risk management policies or strategies?	✓		Important Issues	Risk Assessment Items	Risk Management Policy or Strategy	No significant difference
			Environmental	Energy and Greenhouse Gas Management	TPT prioritize energy and greenhouse gas management, committing to more effectively control energy usage and Risk Management Policy or Strategy reduce carbon emissions in our daily operations and processes. We will adopt energy-efficient technologies, optimize energy efficiency, and adhere to relevant air pollution management regulations to minimize harmful emissions.	
			Environmental	Waste Management	Effective waste management not only helps reduce resource waste and lower disposal costs but also ensures compliance with environmental regulations, minimizing negative impacts on the environment. Properly implementing waste management is key to fulfilling corporate social responsibility, while enhancing the company’s image, strengthening customer and investor trust in its sustainability commitments, and further boosting market competitiveness.	
			Corporate Governance	Customer Relationship Management	Good customer relationship management helps companies identify market trends, optimize products and services, enhance customer satisfaction and loyalty, thereby increasing competitiveness and achieving sustainable development goals.	
				Integrity in business management	Integrity is the core value of our business operations. We are committed to complying with all relevant laws and regulations, maintaining an open and transparent business environment, and eliminating any form of misconduct. Through internal training and strict supervision mechanisms, we ensure that both our employees and partners adhere to the principles of integrity.	
				Information Security Management	The group fully understands the importance of information assets and are committed to adopting the most advanced	

Implementation Items	Implementation Status				The Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and the reason for any such variance	
	Y	N	Summary Description			
2. Does the Company conduct risk assessments on environmental, social and corporate governance issues related to its operations under the materiality principle, and formulates relevant risk management policies or strategies?	✓		Important Issues	Risk Assessment Items	Risk Management Policy or Strategy	No significant difference
			Corporate Governance	Information Security Management	technologies and management measures to protect the sensitive information of our customers and partners from threats. We will continuously optimize our information security systems and conduct regular risk assessments and drills to ensure the integrity, availability, and confidentiality of information security.	
				Procurement Practices and Management	The group strictly adheres to relevant domestic and international procurement regulations to ensure legality and compliance. We eliminate the use of conflict minerals and prioritize local and green procurement to reduce our impact on the environment and society. We require suppliers to comply with the same standards and establish an audit system, and conduct regular evaluations and audits to ensure that suppliers meet standards in terms of environmental friendliness and labor safety, and continue to improve relevant performance to create a more sustainable and responsible supply chain.	
			Society	Occupational Safety and Health	The group is committed to creating a safe and healthy work environment for our employees, adhering to both international and local regulations, and taking preventive measures to minimize occupational hazards. We will continue to provide safety training and health promotion programs to enhance employees' safety awareness and well-being, ensuring that every employee can work with peace of mind.	
				Talent Cultivation and Recruitment	A workforce with continuous innovation and market competitiveness can drive business growth and respond to rapidly changing market demands. We attract top talent and provide excellent training programs to support the company’s long-term sustainable development goals.	

Implementation Items	Implementation Status			The Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and the reason for any such variance
	Y	N	Summary Description	
3. Environmental Issues	✓		1. The Company adheres to the principle of "industrial development and environmental protection both" and considers the best technology for all production processes and environmental protection equipment. It insists on the use of RoHS and Halogen Free materials to comply with environmental protection and to protect the earth's ecological resources. In addition, the Company has implemented an effective environmental management system by setting the air conditioning at a suitable temperature and introducing an electronic signature.	No significant difference
(1) Does the Company establish proper environmental management systems based on the characteristics of their industries?			2. The group has obtained ISO14001 certification (The company: deadline July 23,2026) , the company and Factories in China has obtained QC080000 certification. We will continue to implement environmental protection and fulfill its corporate responsibility.	
(2) Does the company endeavor to utilize all resources more efficiently and use renewable materials which have a low impact on the environment?	✓		The group's waste is disposed of per the Waste Disposal Act and the flow direction is declared online following the regulations. Hazardous industrial waste like acid etching solution, which is generated during the production process, is an important recycled material for other industries through comprehensive recycling operations. In addition, most of the raw materials used in the company's production - copper foil is also 100% recycled low-carbon environmentally friendly raw materials. By reusing materials, waste generation was reduced, and in 2024, TPT achieved a waste recycling rate of 85.86%. The group actively promotes various energy reduction measures, and selects energy-efficient and environmentally friendly lighting equipment with energy-saving labels. They also regularly replace and maintain internal equipment to enhance energy usage efficiency.	
(3) Does the company assess the potential risks and opportunities of climate change in its present and future operations, and take measures to respond to climate-related issues?	✓		The company's assessment and response measures of climate change-related risks and opportunities. Please refer to pages 51-55 for climate-related information implementation status.	
(4) Has the company conducted an assessment on greenhouse gas,	✓		1.The group's greenhouse gas inventory results, assurances, and reduction policies. Please refer to pages 55-56 for details on greenhouse gas inventory and confirmation status.	

Implementation Items	Implementation Status			The Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and the reason for any such variance												
	Y	N	Summary Description													
water consumption and waste for the last two years, and established company strategies for energy conservation and carbon reduction, greenhouse gas reduction, water-saving and waste management?	✓		<div>2. Water consumption (Megaliters)</div> <table><tr><th>Item</th><th>2023</th><th>2024</th></tr><tr><td>Net operating revenue of NTD1M</td><td>18,934</td><td>17,708</td></tr><tr><td>Water consumption</td><td>4,310.75</td><td>4,359.67</td></tr><tr><td>Water Resource Intensity (water consumption/net operating revenue)</td><td>0.23</td><td>0.25</td></tr></table> <div>Water consumption increased by 1.13% compared with the previous year. The Wuxi factory uses reclaimed water treated by urban sewage plants instead of tap water as a source of water. Since the year 2022, it has been a provincially recognized water-saving enterprise in Jiangsu Province. The recycled water usage at the Wuxi factory increased by 41.94% compared to the previous year.</div>	Item	2023	2024	Net operating revenue of NTD1M	18,934	17,708	Water consumption	4,310.75	4,359.67	Water Resource Intensity (water consumption/net operating revenue)	0.23	0.25	No significant difference
Item	2023	2024														
Net operating revenue of NTD1M	18,934	17,708														
Water consumption	4,310.75	4,359.67														
Water Resource Intensity (water consumption/net operating revenue)	0.23	0.25														
(4)Has the company conducted an assessment on greenhouse gas, water consumption and waste for the last two years, and established company strategies for energy conservation and carbon reduction, greenhouse gas reduction, water-saving and waste management?	✓	<div>3. Wastes</div> <table><tr><th>Item</th><th>2023</th><th>2024</th></tr><tr><td>Hazardous wastes</td><td>38,794.2</td><td>38,219.2</td></tr><tr><td>Non-hazardous wastes</td><td>8,491.4</td><td>10,216.5</td></tr><tr><td>Circular Recycling Rate (%)</td><td>87.21</td><td>85.86</td></tr></table> <div>Note: Circular Recycling Rate (%) =Total recovery reuse amount/total waste amount x100%</div> <div>In various factories across China, we have implemented a process for recycling acidic etching waste liquids. Through internal treatment, we ensure the safe disposal of waste liquids within the factory premises and reuse them for production and other purposes, replacing external transportation. This approach not only reduces transportation costs but also minimizes the impact of hazardous waste on the external environment. In 2024, the recovery of acidic and alkaline etching wastewater from the factory in mainland China and the factory in Vietnam were 12,670 m³ and 3,726.5 m³, respectively.</div>	Item	2023	2024	Hazardous wastes	38,794.2	38,219.2	Non-hazardous wastes	8,491.4	10,216.5	Circular Recycling Rate (%)	87.21	85.86		
Item	2023	2024														
Hazardous wastes	38,794.2	38,219.2														
Non-hazardous wastes	8,491.4	10,216.5														
Circular Recycling Rate (%)	87.21	85.86														
4. Social Issues (1) Does the company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?	✓		<div>The Group agrees to and voluntarily follows the internationally recognized human rights standards of the "UN Universal Declaration of Human Rights", "UN Global Compact", "United Nations Guiding Principles on Business and Human Rights" and "United Nations International Labor Organization". We have formulated and implemented a Human Rights Policy, which includes workplace diversity, reasonable working hours, a healthy workplace, labor-management communication, privacy protection, and human rights education and training. In 2024, a total of 2,361 employees received</div>	No significant difference												

Implementation Items	Implementation Status			The Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and the reason for any such variance
	Y	N	Summary Description	
(2) Does the company formulate and implement reasonable employee benefits measures (including remuneration, vacation and other benefits, etc.), and appropriately reflect operating performance or results in employee compensation?	✓		human rights protection training and awareness programs, amounting to 2,934 hours. 1. Please refer to the Labor Relations chapter for details of our employee welfare measures. 2. The Company has been a Top 100 high-wage company for many years, providing market-competitive salaries and employee welfare measures, and its operating performance or results are appropriately reflected in employee compensation. 3. Depending on the operation and talent retention situation, the Company will provide treasury stocks to transfer employee benefits so that the interests of employees can be aligned with the long-term development of the Company.	No significant difference
(3) Does the company provide a healthy and safe working environment and organize training on health and safety for its employees regularly?	✓		1. Please refer to the Labor Relations chapter for details of our workplace safety and health measures and the relevant certification. 2. The Company has an Occupational Safety and Health Committee with 14 members who are appointed for a two-year term and meet every three months to review safety and health matters at the plant. The meetings are chaired by a representative of the management, with the capital side being the Chairman of the Committee, and manages the Committee's affairs in an integrated manner. The Committee is assisted by a secretary appointed by the Chairman who is responsible for the overall management of the Committee's affairs. The representatives from the labor side of the Occupational Safety and Health Committee are six in total, representing 42.86% of the total number of representatives according to the regulations 3. The Group's in the fiscal year 2024, there were a total of 7,194 Occupational Safety and Health Education and Training participants for a total of 34,458.5 man-hours. 4. The Company conducts monthly statistics on occupational accidents and reports them in accordance with the regulations of the competent authority. In the fiscal year 2024, excluding cases related to commuting and personal health factors, there were no occupational accidents. The Company will continue to review the work environment and strengthen the promotion of occupational safety to ensure the well-being of employees. 5. The Company conducts two fire drills annually. In fiscal year 2024, there were no fire incidents reported,	

Implementation Items	Implementation Status			The Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and the reason for any such variance
	Y	N	Summary Description	
<p>(4) Does the company provide its employees with career development and training sessions?</p> <p>(5) Does the company comply with relevant regulations and international standards on the health and safety of customers, customer privacy, marketing and labeling of products and services, and formulate relevant policies and procedures to protect consumer rights and handling complaints?</p> <p>(6) Does the company formulate and implement supplier management policy, requiring suppliers to follow relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights?</p>	<p>✓</p> <p>✓</p> <p>✓</p>		<p>resulting in zero casualties or injuries due to fire and no related improvement measures in response to fires.</p> <p>6. The group has obtained ISO45001 certification (The company: deadline November 10,2027). The Group has established a "Rank and Position System" to encourage employees to learn in multiple areas. In the year2024, the total hours of internal and external training amounted to 162,162 hours, with an average of 43.27 hours of training per employee.</p> <p>1. The Group has obtained ISO9001, QC080000 and IATF16949 certifications to ensure the safety of our customers and to provide them with a full range of product quality. In addition, our company has established an Ethical Corporate Management Best Practice Principles, which requires that the process of developing, purchasing, manufacturing, providing or selling products and services should follow relevant regulations and international standards to ensure the transparency and safety of information about products and services.</p> <p>2.The Company has set up a stakeholder area on its website so that customers can contact the Company at any time if they have a complaint. The communication with stakeholders for the year 2024 was reported to the Board of Directors on March 12, 2025.</p> <p>The Group's suppliers must pass the ISO 9001 Quality Management System third-party certification and provide a certificate within the validity period; if they are unable to obtain verification of the quality management system, they must be audited annually by the Company's management department. In addition, our company also conducts audits on suppliers from time to time, including risk evaluation, surveillance for the supplier, development of supplier quality management system, audit, manufacturing process audit, etc. In 2024, it was planned to audit 138 suppliers and contractors, with an actual audit completion rate of 100%.</p>	No significant difference
6. Does the company prepare non-financial disclosure reports such as sustainability reports in accordance with international reporting standards or guidelines? Has the report obtained validation or	✓		Although the Company has not yet obtained the accreditation or assurance statement of a third-party verification organization taking into account the interests of stakeholders. However, we have established and implemented the "Code of Practice for Sustainable Development" to consider the interests of our stakeholders, treat our customers fairly and reasonably, and require our suppliers to comply with the norms of the Social Environment Responsibility agreement, etc.	No significant difference

Implementation Items	Implementation Status			The Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and the reason for any such variance
	Y	N	Summary Description	
assurance from a third-party verification unit?				
6. If the Company makes its own corporate social responsibilities principles according to the Best Practice Principles for Sustainable Development of TWSE/TPEX Listed Companies, please state the differences: No difference.				
7. Any other important information that helps to understand the implementation of sustainable development:				
(1) Sponsorship expenses: Provided funding for weekend meals and teaching equipment for donations to junior high and elementary schools in the Taoyuan area; provided funding for baseball training expenses for schools of all levels.				
(2) Community participation: Continuously maintained and organized public spaces and sidewalk trees outside the factory; promoted cultural and artistic activities and sponsor-related expenses irregularly; fulfilled social responsibilities by making irregular donations to underprivileged groups. The company's public welfare contributions over the past two years are as follows:				
Unit: NTD 000's				
Item		2023	2024	
Care for vulnerable groups		2,920	200	
Educational Assistance		1,457	1,564	
Sports Promotion		1,698	1,700	

Execution status of climate-related information

Item	Execution Status
1. Describe the oversight and governance by the Board of Directors and management regarding climate-related risks and opportunities.	TPT, convened by the Sustainable Development Committee, is responsible for environmental-related risks. They discuss various issues periodically to understand potential impacts on both internal and external aspects of the organization, including identifying and assessing climate change risks and addressing climate impacts. After identifying climate-related impacts, meetings with senior executives are held to discuss climate-related risks and opportunities. Suggestions and measures for improvement are proposed to mitigate financial climate risks and identify corresponding financial opportunities. The Sustainable Development Committee reports the full-year ESG performance and climate-related issues to the Board of Directors annually. For more information, please refer to our Sustainability Report.
2. Describe how the identified climate-related risks and opportunities impact the business, strategy, and finances of the Company (short-term, medium-term, long-term).	According to the methodology for assessing climate change risks and opportunities, short-term is defined as within the next 1-3 years, medium-term as within the next 3-5 years, and long-term as 5 years or more. The Company has developed response plans for identified major risks and opportunities. For more information on related risks and opportunities, please refer to our

Item	Execution Status
<p>3. Describe the financial impact of extreme weather events and transition actions on the company.</p> <p>4. Describe how the identification, assessment, and management processes of climate risks are integrated into the overall risk management system.</p> <p>5. When utilizing a situation analysis to assess resilience to climate change risk, it should detail the context, parameters, assumptions, analysis factors, and main financial impacts involved.</p> <p>6. If there is a transformation plan to manage climate-related risks, describe the plan's content, as well as the indicators and objectives used to identify and manage physical risks and transition risks.</p> <p>7. If using Internal Carbon Pricing (ICP) as a planning tool, the basis for price formulation should be explained.</p> <p>8. If climate-related targets are set, it should explain the covered activities, greenhouse gas emissions categories, planning schedule, progress achieved annually, etc. If using</p>	<p>Sustainability Report.</p> <p>For the identified climate risks and opportunities, potential financial impacts have been considered in terms of revenue, costs, assets, etc. In terms of annual temperature, Taoyuan City and Kaohsiung City where the factory is located may reach a 2°C increase before mid-century in various scenarios, it could still have potential impacts such as increased air conditioning costs, reduced lifespan of instruments and equipment, accelerated depreciation of existing assets, increased infrastructure costs, and the possibility of reduced production for certain goods. The increase in the average maximum daily rainfall in the century in various locations in Taiwan has not exceeded the disaster standard of the "3D Disaster Potential Map": 650 mm of rainfall in 24 hours, so there is no immediate risk of flooding, but there is still a chance that it will be caused by typhoons and surrounding areas. Flooding and other situations may cause work stoppage at the case site, transportation difficulties, supply chain interruption, and personnel absences. For more information, please refer to our Sustainability Report.</p> <p>To identify and evaluate significant impacts or risks related to operations, the Sustainable Development Committee will regularly assess climate change risks in the future to understand specific potential financial influences. This will serve as the basis for policy formulation and goal setting, establishing climate management procedures, and continuously monitoring the effectiveness of climate risk management and implementation.</p> <p>TPT's climatic risk analysis considers various situation scenarios, including National Determined Contributions (NDCs) and Science Based Targets (SBT) for transition situations, as well as entity situations such as RCP 2.6 and RCP 8.5. The Company conducts risk and opportunity analysis for each situation, considering potential changes in policies, regulations, markets, and technologies, as well as business reputation and physical risks. For more information on related parameters, assumptions, analysis factors, and major financial impacts, please refer to our Sustainability Report.</p> <p>To mitigate the impact of climate change risks and achieve our goals in energy conservation and carbon reduction, we implement indicator management to address climate-related risks and opportunities. TPT is committed to long-term promotion of energy-saving and carbon reduction measures. For more details, please refer to our Sustainability Report.</p> <p>TPT does not utilize Internal Carbon Pricing (ICP) as a planning tool.</p> <p>Please refer to sections 1-1 and 1-2 for further explanation.</p>

Item			Execution Status		
carbon offsets or Renewable Energy Certificates (RECs) to achieve the targets, it should explain the carbon reduction quantity of the offsets, the source and quantity of certified emission reductions (CERs), or the quantity of RECs.			Please refer to sections 1-1 and 1-2 for further explanation."		
9. Greenhouse gas verification and assurance of reduction targets, strategies, and specific action plans (also fill in sections 1-1 and 1-2).					
10. Other implementation situations that contribute to climate-related information					
A. Climate-Related Risks and Financial Impact					
Type	Climate-Related Risks	Impact Period	Risk Content Description	Potential Financial Impact	Adaptation and Coping Measures
Transition Risks	Policies and Regulations				
	Legal Standards for Energy-Efficient Products	Long-term	<ul style="list-style-type: none">● According to the Renewable Energy Development Act, which came into effect in 2021, electricity consumers with contract capacities of 5,000 kW (kilowatts) or more are required to self-generate 10% of their electricity from green sources within five years.	<ul style="list-style-type: none">● Increased energy costs● Potential fines	<ul style="list-style-type: none">● Implemented energy-efficient carbon reduction equipment in the factories, such as high-efficiency air compressors, and chillers, and the addition and replacement of energy-saving lighting fixtures.● TPT purchased renewable energy for the first time in 2024, acquiring a total of 2.782 million kWh of green electricity.
	Local Regulations	Mid-term	<ul style="list-style-type: none">● New “Climate Change Response Act” in Taiwan● “Air Pollution Control Act” in Taiwan● “Environmental Protection Law” in Vietnam● “Electronics Industry Pollutant Emission Standards” in PRC.● "Natural Gas Boiler Emission Standards" in Guangdong Province Zhongshan City	<ul style="list-style-type: none">● Increased carbon reduction costs● Potential fines	<ul style="list-style-type: none">● When establishing the factory in Vietnam, the company followed legal regulations and implemented a comprehensive environmental impact assessment report.● Suining Factory: The organic waste gas treatment measures were upgraded from "water spraying + UV photolysis + activated carbon adsorption" to "water spraying + dry filter + activated carbon adsorption desorption + catalytic combustion" to reduce VOCs emissions.● Zhongshan Factory : In April 2023, an investment of NT\$4.76 million was made to replace the heat transfer boiler used for pressing and the hot water boiler for process heating with low-carbon combustion machines. As a result, NOX emissions were reduced to <30 mg/m³, achieving the emission reduction benefits.
Physical risks	Immediate				
	Typhoons, floods, and other extreme weather events	Short-term	<ul style="list-style-type: none">● Potential production line shutdowns.● Impact on employee attendance.● Disruption in transportation and potential loss of goods.● Typhoons may lead to water and power outages, which could result in production interruptions and impact equipment functionality.	<ul style="list-style-type: none">● Annual budget allocation for insurance premiums.● Project timelines affected.● Equipment	<ul style="list-style-type: none">● Properly plan for product insurance to mitigate losses from extreme weather events.● Increase safety stock levels to address delivery delays and default risks resulting from logistics disruptions or production stoppages.● Implement adequate safety measures for critical equipment

Type	Climate-Related Risks	Impact Period	Risk Content Description	Potential Financial Impact	Adaptation and Coping Measures
Physical risks				and personnel losses. ● If there is a water shortage, emergency water needs to be purchased	to reduce financial losses due to damage from wind and water. ● Other information please refer to our Sustainability Report.
	Long-term				
	Increase in annual average temperature	Long-term	<ul style="list-style-type: none"> ● Reduced lifespan of equipment and machinery. ● Increased demand for air conditioning due to higher cooling requirements. ● Summer peak electricity demand causes factory power outages, leading to production stoppages and product wastage. 	<ul style="list-style-type: none"> ● Increased equipment procurement expenses. ● Higher electricity costs. ● Reduced production capacity. 	<ul style="list-style-type: none"> ● Replace air conditioning equipment with more energy-efficient units to reduce energy consumption. ● Improve insulation in newly constructed buildings to lower energy consumption by air conditioning systems. ● Regularly inspect and maintain equipment to extend its lifespan. ● Prepare backup power generation equipment to address power limitations and outages.

B. Climate-Related Occurrences and Financial Impacts

Type	Climate-Related Occurrences	Potential Financial Impacts	Coping Measures
Resource Efficiency	<ul style="list-style-type: none"> ● Recycling and reusing of paper and waste ● Transition to more efficient electrical equipment ● Circular economy ● Laws and standards for energy-efficient products 	<ul style="list-style-type: none"> ● Reducing expenditure on consumables ● Reducing electricity consumption and carbon emissions ● Implementing a circular economy for more sustainable products ● Subsidies for purchasing energy-efficient appliances 	<ul style="list-style-type: none"> ● Using green building materials for new factories and purchasing energy-efficient equipment with government subsidies to improve energy and resource efficiency in the manufacturing process. ● The Group executed twelve energy-saving and carbon-reduction projects, with the primary goal of reducing electricity, diesel, and natural gas consumption to reduce carbon emissions. These twelve measures resulted in a total reduction of 56,499.781GJ of energy consumption and approximately 9,137.484 metric tons of CO₂e. The total cost was approximately NTD80,804,000.
Product and Service	<ul style="list-style-type: none"> ● Providing real-time updates and improving service quality in response to climate change risks. ● Developing and/or increasing the availability of low-carbon products and services. ● Investing in research and innovation for the development of new products and services. 	<ul style="list-style-type: none"> ● Offering diverse services and products that meet market demands to enhance the company's reputation and visibility. ● Creating opportunities for new products or services, leading to increased revenue. 	<ul style="list-style-type: none"> ● Utilizing design modifications to streamline processes and reduce production steps, resulting in lower energy consumption during manufacturing. ● WPNL deploys large typesetting operations to reduce production frequency and minimize energy usage in the manufacturing process.
Resilience	<ul style="list-style-type: none"> ● Consolidating climate change risks and response strategies to enhance the company's resilience. 	<ul style="list-style-type: none"> ● Strengthening corporate resilience to reduce losses from climate change and mitigate customer losses as well. 	<ul style="list-style-type: none"> ● We plan to incorporate TCFD into our annual sustainability reports to effectively identify climate risks and coping strategies, enhancing the resilience of our operations. ● We will continue to invest in climate change mitigation measures at various stages of our internal value chain, such as adopting energy-

			efficient equipment, energy-efficient design, and carbon reduction processes. We will also require our suppliers to meet relevant environmental-friendly standards, working together with partners to create a sustainable supply chain.
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1-1 Greenhouse Gas Inventories and Assurance Situation in the Past Two Years

1-1-1 Greenhouse Gas Inventory Information:

The table of values for greenhouse gas emissions is as follows, covering the following locations: Taiwan Printed Circuit Board Techvest Co., Ltd.'s Pingzhen factory, Kaohsiung factory (TGT TECHVEST CO., LTD), Wuxi factory, Zhongshan factory, Suining factory. T-Flex Techvest PCB CO., LTD. and Vietnam factory have not yet been verified.

Item	2023				2024			
	Emissions (metric tons CO ₂ e)		Intensity (metric tons CO ₂ e/ NTD M of revenue)		Emissions (metric tons CO ₂ e)		Intensity (metric tons CO ₂ e/ NTD M of revenue)	
	The Company	The Group	The Company	The Group	The Company	The Group	The Company	The Group
Direct emissions (Category 1)	850.265	11,969.234	0.045	0.632	1012.700	11,709.202	0.057	0.661
Indirect emissions (Category 2)	14,659.944	232,442.539	0.774	12.276	13,491.388	234,766.285	0.762	13.258
Other indirect emissions (Category 3)	Detailed information is disclosed in the Sustainability Report t							
Revenue (NTD M)	18,934				17,708			

1-1-1 Greenhouse gases assurance information: The Company expects to complete the external authentication of greenhouse gases by 2026, while its subsidiaries are expected to complete it by 2027.

Assurance Agency	2023	2024
The Company	AFNOR Asia Co.,LTD.	—
Zhongshan factory	SGS-CSTC Standard Technical Service Co.,Ltd.	—
Suining factory	SGS-CSTC Standard Technical Service Co.,Ltd.	SGS-CSTC Standard Technical Service Co.,Ltd.
Wuxi factory	Hangshou WIT Assessment Co.,Ltd.	Hangshou WIT Assessment Co.,Ltd.
T-Flex Techvest	—	—
Kaohsiung factory	—	—
Vietnam factory	—	—

1-2 Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans:

1-2-1 Greenhouse Gas Reduction Targets:

Mid-term Target: It is expected that by 2030, greenhouse gas emissions from Scope 1 and Scope 2 will be reduced by 20% compared to the baseline year (2020).

Long-term Target: It is expected that between 2050 and 2060, the company will achieve net-zero greenhouse gas emissions in accordance with the regulatory requirements of each factory's location.

1-2-2 Greenhouse Gas Reduction Strategies, and Specific Action Plans:

Energy: Use energy-efficient products with energy-saving and environmental labels for lighting equipment, and replace and maintain equipment within the factory to improve energy efficiency

Water Resources: Implement a water reclamation program to reduce water consumption in the manufacturing process.

Waste: Actively reduce waste starting from the production process. In addition to using recycled materials, the company also takes proactive measures to increase the recycling rate of waste.

For other greenhouse gas reduction strategies and detailed action plans, please refer to pages 53-55 and the company's Sustainability Report.

(VI) Deviation from Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and Reasons

Assessed Item	Operation			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
<p>I. Establishment of Ethical Corporate Management Policy and Proposal</p> <p>1. Has the Company defined ethical corporate management policies approved by the Board of Directors and declared its ethical corporate management policies and procedures as well as the commitment of its Board of Directors and high-ranking management to implementing the management policies in its rules and external documents?</p> <p>2. Has the Company established an evaluation mechanism for unethical behavioral risks that helps periodically analyze and evaluate business activities of relatively high unethical behavioral risks within the scope of operation and defined a solution to prevent unethical behaviors accordingly that covers at least the preventive measures against respective acts under Article 7 Paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies?</p> <p>3. Has the Company specified the operating procedures, behavioral guide, punishment for violators, and the disciplinary and complaint-filing system in case of violation in the proposal to prevent unethical behaviors, enforced them, and periodically reflected upon and amended the foregoing solution?</p>	<p>✓</p> <p>✓</p> <p>✓</p>		<p>1. The Company's Board of Directors has defined the ethical corporate management principle and related operating procedures and included related ethical corporate management policies in explicit words and as part of its system. Related operating procedures are released on the Company's website for the investors' information.</p> <p>2. The Company has established the "Procedures for Ethical Management and Guidelines for Conduct" to help periodically analyze and evaluate business activities at relatively high risk of unethical behaviors within the scope of its operation to prevent each of the said unethical behaviors.</p> <p>3. The Company has defined the guidelines for reporting illegal and immoral or unethical behaviors and provides new hires with educational training to remind them of precisely following the ethical behavioral guide. In case of any violation of the ethical behavioral guide, the employee will be subject to punishment that varies in extent reflective of the severity of the circumstance according to the disciplinary measure and will be discussed internally.</p>	No difference

Assessed Item	Operation			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
<p>II. Consolidation of Ethical Corporate Management</p> <p>1. Has the Company evaluated the ethical records of parties it does business with and specified terms about ethical behavior in business contracts?</p> <p>2. Has the Company established a dedicated unit under the Board of Directors to promote ethical corporate management and report its ethical management policy and solution to prevent unethical behaviors and the status of implementation to the Board of Directors periodically (at least once a year)?</p>	<p>✓</p> <p>✓</p>		<p>1. The Company fulfills contracts on business activities fairly and ethically and in compliance with applicable regulatory requirements and contract provisions. In case of unethical behavior, contract provisions may be terminated or dismissed at any time.</p> <p>2. It is specified in the Company's Operational Procedures and Behavioral Guide of Ethical Corporate Management Best Practice that the Sustainable Development Committee belongs to the Board of Directors and the Company as established the Organic Rules of the Sustainable Development Committee. The Committee is configured with one chairman, one Vice-Chairman, and at least three additional members. The chairmanship is served by the Chairman of the Company and the Vice-Chairman (General Manager) and other members (Vice General Manager of Administration and Head of the Manufacturing Department) are to be assigned by the Chairman of the Company.</p> <p>The Committee meets at least once a year and is to take charge of establishing and supervising the implementation of the ethical corporate management policy and preventive solutions and to report the compliance to the Board of Directors once a year. It met on March 12, 2025 and reported the implementation of ethical corporate management of 2024 to the eleventh Session of the Board of Directors when the latter met for the 6th time on March 12, 2025.</p>	No difference

Assessed Item	Operation			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
2. Has the Company established a dedicated unit under the Board of Directors to promote ethical corporate management and report its ethical management policy and solution to prevent unethical behaviors and the status of implementation to the Board of Directors periodically (at least once a year)?	✓		<p>Related implementation in 2024 of the ethical corporate management policy enforced by the Company:</p> <p>A. To help combine honesty and moral values as part of the Company's operational strategy and to prepare related preventive measures to ensure honest operations as required by law.</p> <p>B. To establish solutions to prevent unethical behaviors and to thereof establish task-related standard operating procedures and behavioral guides within respective solutions.</p> <p>C. To plan internal organization, configuration, and job responsibilities and to have mutual check and balance mechanisms in place for operational activities at relatively high risks of dishonest acts within the scope of operation.</p> <p>D. To promote and coordinate communication and training on the integrity policy.</p> <p>E. To plan a reporting system that helps ensure effective implementation.</p> <p>F. To help the Board of Directors and the management inspect and evaluate whether preventive measures were established to ensure honest operations have been working effectively and to evaluate related operating procedures periodically for compliance, with a report produced.</p>	No difference

Assessed Item	Operation			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
2. Has the Company established a dedicated unit under the Board of Directors to promote ethical corporate management and report its ethical management policy and solution to prevent unethical behaviors and the status of implementation to the Board of Directors periodically (at least once a year)?	✓		Discipline for violations of the ethical corporate management principles in 2024 of the Company: Cases filed: 0; cases through the reporting box: 0; corruption and fraud: 0. The Company organized internal and external educational training on ethical corporate management throughout 2024 (including courses on compliance with ethical corporate management laws and regulations, environmental safety and health management, accounting system, and internal control system), which were attended by a headcount of 1,409 people in total and consisted of 16,005 hours in total.	No difference
3. Has the Company established policies to prevent conflicts of interest, provided appropriate channels for filing related complaints and implemented the policies accordingly?	✓		3. Spontaneous recusal is expected for matters involving conflicting interests that require a recusal. This is specified in Article 28 of the Corporate Governance Best Practice Principles, the Ethical Code of Conduct, and Article 15 of the Rules of Procedure for Board of Directors' Meetings. In the event that any director or managerial officer violates the Ethical Code of Conduct, the Company shall address it according to the disciplinary measures specified in the Ethical Code of Conduct and disclose in real-time the title and name of the violator, date of violation, cause of the violation, the guidelines involved in the violation, and management in the Market Observation Post System.	

Assessed Item	Operation			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
<p>4. Has the Company created effective accounting and internal control systems to consolidate ethical corporate management and does the internal audit unit stipulates related audit plans according to the evaluation results of unethical behavioral risks and inspect compliance with the solution to prevent unethical behaviors or authorize the CPAs to perform inspections?</p> <p>5. Does the Company hold internal and external educational training on ethical corporate management regularly?</p>	<p>✓</p> <p>✓</p>		<p>4. The Company has set up the Audit Office to take charge of investigating and evaluating the deficiencies of the internal control system and evaluating the operating efficiency and adequately providing improvement advice to ensure that the internal control system gets to be effectively enforced continuously and to help the Board of Directors and the management precisely fulfill their duties. No incidents of corruption have occurred in the Company.</p> <p>5. The implementation is defined in the employee Ethical Code of Conduct and related disciplinary measures are defined in the Work Rules, too. They are communicated to new hires during educational training as well.</p>	No difference
<p>III. Whistle-blowing System of the Company</p> <p>1. Does the Company have substantial reporting and incentive systems in place, provide convenient whistle-blowing channels, and assign appropriate specialists to investigate reported matters?</p> <p>2. Has the company established any standard operating procedures, subsequent measures to be adopted after the investigation is completed, or confidentiality mechanisms for handling reported matters?</p>	<p>✓</p> <p>✓</p>		<p>1. The Company has established the “Guidelines for Reporting Illegal and Immoral or Unethical Behaviors”. Stakeholders can report such behaviors “in person”, “by phone”, or “by sending a letter”, based on the cause to the spokesperson, the General Manager’s Office or the head of the audit. Employees are encouraged to report illegal behaviors. The Company will offer incentives according to the Work Rules reflective of the severity involved in the violation and will protect the safety of the whistle-blower against retaliation.</p> <p>2. The Company has an employee complaint system in place. There is a supervisor to take charge of addressing complaints and someone is assigned to be responsible for the investigation. All cases are treated confidentially.</p>	No difference

Assessed Item	Operation			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
3. Does the Company assure employees who reported on malpractices that they will not be improperly treated for making such reports?	✓		3. It is strictly prohibited to disclose information to irrelevant parties. Even if it is required to discuss the case with related parties for the sake of investigation, such discussions are limited to the portion where the specific party is involved. Those disclosing information to irrelevant parties and failing to keep the case confidential as required will be turned in for discipline.	No difference
IV. Reinforced Information Disclosure Has the company disclosed information regarding its ethical corporate management principles and implementation status on its website and the MOPS.?	✓		The Company discloses the content, relevant regulations, and implementation status of Ethical Corporate Management Best Practice Principles on its corporate website and the TSE Market Observation Post System (MOPS). Additionally, information related to Ethical Corporate Management is also provided in the TPT Sustainability report.	No difference
V. If the company has its own ethical corporate management principles established according to the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies, please describe the differences between its implementation and the defined principles: no significant differences were found.				
VI. Other important information that will help understand ethical corporate management in the Company: The Company negotiates with customers and fulfills contract requirements in honor of integrity and honesty and seeks, negotiates, and fulfills all contracts fairly and morally.				

(VII) Other important information that is sufficient to boost knowledge of corporate governance

1. The company continues to invest resources to strengthen corporate governance. Initially, all board members were part of the management team, but gradually, external individuals have been introduced to the board. Currently, there are four independent directors, who together form the Remuneration Committee and the Audit Committee.
2. Staff of the Company shall follow laws and regulations and the internal requirements of the Company and prevent unethical behaviors.
3. On the Company's website is also a devoted section where corporate governance is detailed and regulations on corporate governance are provided for download and review by internal and external people.

(VIII) Implementation of Internal Control System

1. Internal Control System Declaration: Refer to

https://mopsov.twse.com.tw/mops/web/ajax_t06sg20?parameters=0eb65210d5bdc34ea16e295ccdbad1090f047490e2301f1ba68b34164525fa50e1d5d55f2907af83df59ae82756caca37dd8deda6d21048dd6757f91f6feed9efade4567702b1a82869a09fd73fc40587045cc1a627f2154c4191914ced9039e903dde6a928cc89597c96889484360aa84133451eb4308cf57a68f376cb89023

2. The Company did not authorize the CPAs to exceptionally review the internal audit system so there is no CPA Review Report available.

(IX) Important decisions reached in shareholders meetings and made by the Board of Directors in the past year up to the date the Annual Report was printed

1. General shareholders meeting

Date	Type of meeting	Important matters for a decision	Decision and implementation status
2024.06.12	General Shareholders meeting	Ratification of 2023 Business Report and Financial Statements.	The case was put up for a vote. Affirmative votes accounted for 88.65% of all votes of attending shareholders. This proposal was approved as is.
		Ratification of Distribution of 2023 Earnings.	The case was put up for a vote. Affirmative votes accounted for 89.00% of all votes of attending shareholders. This proposal was approved as is. The distribution reference date was set on July 1, 2024, and was fully paid on July 29, 2024 (NTD1.0 cash dividend per share).
		Revised certain articles of the " Handling Procedures for Providing Endorsements and Guarantees for Third Parties.".	After a vote was taken, with 88.47% of the votes in favor of the proposal, the resolution was passed as originally proposed. It was uploaded to the Public Information Observation Station on June 12, 2024.
		Revised certain articles of the " Handling Procedures for Capital Lending. ".	After a vote was taken, with 88.48% of the votes in favor of the proposal, the resolution was passed as originally proposed. It was uploaded to the Public Information Observation Station on June 12, 2024.
		To elect directors to the Board of Directors and Independent Directors for the 11th term.	List of elected Director: Hsu, Cheng-Min, Lee, Ming-His, The representative of HOCHENG Corporation. Chiu, Chi-Hsin, Hsu, Ming-Chieh, and Hsu, Ming-Hung. List of elected Independent Director: Huang, Leei-May, Hsiao, Shyh-Chyi, Lin, Chiu-Lien, and Chung, Yi-Fang. The change of registration was approved by the Ministry of Economic Affairs on July 15, 2024.
		Intended to lifting the non-compete restrictions on the newly elected independent directors,	After a vote was taken, with 88.31% of the votes in favor of the proposal, the resolution was passed as originally proposed. The announcement was released on June 12, 2024, via the

Date	Type of meeting	Important matters for a decision	Decision and implementation status
		directors and its representatives.	Announcement of Material Information.

2. Board of Directors

Date	Session Meeting	Important matters for a decision	
2024.02.02	10 th Session 21 st meeting	1.	Approval of the application for a credit line from financial institutions.
		2.	Approval of expected release criteria for the year-end bonus for managerial officers of 2023.
		3.	Approval of borrowings of Chi Chau Printed Circuit Board (Vietnam) Co., Ltd. from the company for purpose of financing.
2024.03.15	10 th Session 22 nd meeting	1.	Approved of how the remuneration to the employees and that to the directors shall be distributed for 2023.
		2.	Approval of the Company's 2023 Financial Statements
		3.	Approval of the assessment of the effectiveness of the internal control system for the fiscal year 2023, as well as the Internal Control System Statement for the same period.
		4.	Approval of the proposed revision of certain provisions of the company's "Handling Procedures for Providing Endorsements and Guarantees for Third Parties."
		5.	Approval of the proposed revision of certain provisions of the company's "Handling Procedures for Capital Lending."
		6.	Approval of the company's reappointment of the CPA for the fiscal year 2024.
		7.	Approval of related matters such as the date, location, and cause of the 2024 general shareholders meeting, and book closure duration, etc.
		8.	Approval of the election of Directors and Independent Directors.
		9.	Approval of the matters regarding the acceptance of proposals from shareholders and nominations of Director (including Independent Director) candidates for the 2024 Annual General Meeting of Shareholders.
2024.04.22	10 th Session 23 rd meeting	1.	Approval of the application for a credit line from financial institutions.
		2.	Approval of the Company's 2023 Business Report.
		3.	Approved of the Company's 2023 disposition of net earnings.
		4.	Approved of the board of directors nominates candidates for the eleventh term of directors (including independent directors) of the company.
		5.	Approved of General Manager Denny Lin's position changes.
2024.05.13	10 th Session 24 th meeting	1.	Approval of the Company's Consolidated Financial Statement for the first quarter of 2024.
		2.	Approval of resolution to Lift Non-competition Restrictions on Newly Appointed Independent Directors, Directors, or Their Representatives.
		3.	Approval of distribution of remuneration to directors for 2023.
		4.	Approval of the company's endorsement and guarantee as well as the credit facility for Chi Chau Printed Circuit Board (Vietnam) Co., Ltd.
2024.06.12	11 th Session 1 st meeting	1.	Approval of the Appointment of the Chairman.
		2.	Approval of the Appointment of the 6th Compensation and Remuneration Committee.

Date	Session Meeting	Important matters for a decision	
2024.06.12	11 th Session 2 nd meeting	1.	Approval of the application for a credit line from financial institutions.
		2.	Approval of the Company's 2023 Sustainability Report °
2024.08.12	11 th Session 3 rd meeting	1.	Approval of the Company's Consolidated Financial Statement for the second quarter of 2024.
		2.	Approval of the application for a credit line from financial institutions.
		3.	Approval of the revision of certain articles in the company's "Board Meeting Rules."
		4.	Approval of the revision to the company's "Related Party Transaction Management Guidelines," "Board Meeting Rules," "Internal Procedures for Handling Material Information," "Handling Procedures for Providing Endorsements and Guarantees for Third Parties," and "Handling Procedures for Capital Lending."
2024.11.13	11 th Session 4 th meeting	1.	Approval of the Capital Lending Intent Evaluation Proposal.
		2.	Approval of the Company's Consolidated Financial Statement for the third quarter of 2024.
		3.	Approval of the application for a credit line from financial institutions.
		4.	Approval of the proposal for the professional fees paid by the company to the CPA for auditing in fiscal year 2024.
		5.	Approval of the Retirement of the Company's General Manager.
		6.	Approval of the Proposed Amendments to Certain Articles of the "Board of Directors Compensation and Remuneration Distribution Guidelines."
		7.	Approval of the Proposal to Formulate the "Sustainability Information Management Procedures."
		8.	Approval of the Proposed Amendments to Certain Articles of the "Internal Control System," "Internal Audit Implementation Guidelines," and "Internal Control Management Procedures."
		9.	Approval of the 2025 Audit Plan.
2025.01.17	11 th Session 5 th meeting	1.	Approval of the application for a credit line from financial institutions.
		2.	Approval of distribution of remuneration to employees for 2023.
		3.	Approval of expected release criteria for the year-end bonus for managerial officers of 2024.
		4.	Approval of the company's endorsement and guarantee as well as the credit facility for Chi Chau Printed Circuit Board (Vietnam) Co., Ltd.
		5.	Approval of borrowings of Chi Chau Printed Circuit Board (Vietnam) Co., Ltd. from the company for purpose of financing.
2025.03.12	11 th Session 6 th meeting	1.	Approved of how the remuneration to the employees and that to the directors shall be distributed for 2024.
		2.	Approval of the Company's 2024 Financial Statements
		3.	Approval of the application for a credit line from financial institutions.
		4.	Approval of the assessment of the effectiveness of the internal control system for the fiscal year 2024, as well as the Internal Control System Statement for the same period.
		5.	Approval of the company's proposed revisions to certain articles of the "Articles of Incorporation".

Date	Session Meeting	Important matters for a decision	
		6.	Approval of the Proposed Amendments to Certain Articles of the Company's "Wage and Labor Management Cycle" Internal Control System and Internal Audit Implementation Guidelines.
		7.	Approval of the company's reappointment of the CPA for the fiscal year 2025.
		8.	Approval of the Company's Appointment of a New Manager.
		9.	Approval of related matters such as the date, location, and cause of the 2025 general shareholders meeting, and book closure duration, etc.
		10.	Approval of the Capital Lending Intent Evaluation Proposal.
		11.	Approval of 2025 Operational Budget.
2025.04.11	11 th Session 7 th meeting	1.	Approval of the application for a credit line from financial institutions.
		2.	Approval of the Company's 2024 Business Report.
		3.	Approved of the Company's 2024 disposition of net earnings.

(X) Different opinions of directors that are recorded and stated in writing on important decisions made by the Board of Directors in the past year up to the date the Annual Report was printed: None.

IV. Certified Public Accountant (CPA) Fee Information

Unit: NTD thousands

Name of Accounting Firm	Name of CPA		Duration of Inspection	Audit-oriented public expenditure	Non-audit-oriented public expenditure	Total
KPMG	Chen, Yi-Chun	Lien, Shu-Ling	January 1, 2024~ December 31, 2024	7,390	480	7,870

Note: Non-audit fee are tax audit services NTD350,000, preparing inspections for scrapped items NTD40,000 and the checklist of information limited to full-time employees who do not hold a managerial position NTD50,000.

- (I) When the accounting firm is changed and the audit public expenditure in the year of replacement is reduced compared to that in the preceding year, the audit public expenditures before and after the replacement and the reasons shall be disclosed: Not applicable.
- (II) When the audit public expenditure is reduced by more than 15% from the preceding year, the value reduced, the ratio, and the cause shall be disclosed: Not applicable.

V. Information on Replacement of CPAs: None.

VI. Disclosure of the name, position, and duration of service at firms or their associated enterprises in the past year of Company Chairman, General Manager, and Managerial Officers in charge of financial or accounting affairs: None.

VII. Changes in the transfer and pledge of equity among directors, managerial officers, and shareholders with a holding ratio exceeding 10% in the past year and up to the date the Annual Report was printed

(I) Changes in the Equity of Directors, Managerial Officers, and Major Shareholders

Unit: Share

Job Title	Name	2024		As of March 30, 2025	
		Increase/Decrease in the number of shares held	Increase/Decrease in the number of shares pledged	Increase/Decrease in the number of shares held	Increase/Decrease in the number of shares pledged
Director	Hsu, Ming-Chieh	—	—	15,000	—
Vice General Manager	Song, Pei-Yi	(81,900) (Note 1)	—	—	—
Vice General Manager	Song, Pei-Yi	—	—	129,693 (Note 2)	—
Vice General Manager	Hu, Hsiu-Hsing	20,000	—	0	—
Head of the Manufacturing Department	Pan, Tai-Feng	(29,000)	—	0	—
Director of the Engineering Office	Kao, Mao-Sheng	(18,000)	—	0	—

Note 1 : Vice General Manager Mr. Song, Pei-Yi resigned on July 10, 2024.

Note 2 : Vice General Manager Mr. Song, Pei-Yi was appointed on March 12, 2025.

(II) Information on Transfer of Equity: None.

(III) Information on Pledge of Equity: None.

VIII. Information on the relationship among Top 10 shareholders who are related, spouses, or relatives within the second degree of kinship

March 30, 2025; Unit: Share; %

Name	Shares held in person		Shares held by spouse and minor child(ren)		Shares held in someone else's name		The title or name and relationship among shareholders in the Top shareholding list who are related, spouse to each other, or relatives within the second degree of kinship		Remarks
	Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio	Name	Relation	
HSBC (Taiwan) Bank entrusts custody of investment funds to Macquarie Group Limited	12,265,000	4.52	—	—	—	—	—	—	—
Hui Min Investment Co., Ltd.	10,802,177	3.98	—	—	—	—	Hsu, Cheng-Min	The person in charge is the spouse	—
Chen, Hui-Yao	147	0.00	1,486,183	0.55	—	—	Hui Min Investment Co., Ltd.	Person in charge	—
Hocheng Corporation	6,575,315	2.42	—	—	—	—	—	—	—
Chiu, Chi-Hsin	—	—	—	—	—	—	Hocheng Corporation	Vice-Chairman	—
Lin, Gao-Huang	6,100,000	2.25	—	—	—	—	Prosperity Tieh Enterprise Co., Ltd	Person in charge	—
Prosperity Tieh Enterprise Co., Ltd	5,710,000	2.11	—	—	—	—	—	—	—
Capital Securities Corp. in entrusted custody for CSC Securities(HK), Capital Securities Nominee Ltd.	5,552,000	2.05	—	—	—	—	—	—	—
Hefeng United Co., Ltd.	3,620,000	1.33	—	—	—	—	—	—	—
Rensheng Investment Co., Ltd	3,426,102	1.26	—	—	—	—	—	—	—
CHASE Bank in entrusted custody for Vanguard Total International Stock Index Fund, Vanguard Star Funds	3,381,549	1.25	—	—	—	—	—	—	—
Chieh Hung Investment Co., Ltd.	3,073,783	1.13	—	—	—	—	Hsu, Cheng-Min	The person in charge is the spouse	—
Chen, Hui-Yao	147	0.00	1,486,183	0.55	—	—	Chieh Hung Investment Co., Ltd.	Person in charge	—

IX. Number of shares held by the Company, the Company's directors, managerial officers, and directly or indirectly controlled businesses and the consolidated general holding ratio

Unit: Share; %

Re-invested business (Note 1)	Investments made by the Company		Directors, managerial officers, and directly or indirectly controlled businesses (Note 2)		Comprehensive investment	
	Shares	Holding ratio	Shares	Holding ratio	Shares	Holding ratio
Chi Yang Investment Ltd.	—	100.00	—	—	—	100.00
T-Mac Techvest PCB Co., Ltd.	345,307,533	100.00	—	—	345,307,533	100.00
T-Flex Techvest PCB Co., Ltd.	30,821,897	44.21	123,000	0.18	30,944,897	44.39
tgt Techvest Co.,Ltd.	9,680,606	20.70	28,121,032	60.13	37,801,638	80.83
Chi Chau International Co., Ltd.	1,153,524	96.13	46,476	3.87	1,200,000	100.00
Brilliant Star Holdings Ltd.	68,126,618	97.28	—	—	68,126,618	97.28
Chi Chen Investment Co., Ltd.	35,600,000	80.73	8,500,000	19.27	44,100,000	100.00
Chi Chau (Thailand) Co., Ltd.	14,850,000	99.00	150,000	1.00	15,000,000	100.00
Chi Chau Printed Circuit Board (Vietnam) Co., Ltd.	—	100.00	—	—	—	100.00

Note 1: It is the investment of the Company applying the equity method.

Note 2: The information documented in the roster of shareholders from the most recent book closure date of each company to the date the Company's Annual Report was printed.

Three. Fund-raising

I. Capital and Shares

(I) Source of Capital Stock

Unit: NTD thousand; Thousand Shares

Date	Issue price (NTD)	Approved capital stock		Paid-in capital stock		Remarks		
		Quantity	Amount	Quantity	Amount	Source of capital stock	Using properties other than cash to write off the stock value	Others
January 2009	10	200,000	2,000,000	140,967	1,409,675	Employee share subscription warrants exercised 8,500	—	January 6, 2009 Jing-Shou-Shang No. 09701331690
July 2009	10	200,000	2,000,000	142,722	1,427,225	Employee share subscription warrants exercised 17,550	—	July 15, 2009 Jing-Shou-Shang No. 09801155160
September 2009	10	200,000	2,000,000	166,250	1,662,508	Earnings-transferred capital increase and capital reserve transferred capital increase 235,283	—	September 4, 2009 Jing-Shou-Shang No. 09801203490
January 2010	10	250,000	2,500,000	194,255	1,942,548	Capital increase in cash 228,550; Employee share subscription warrants exercised 51,490	—	January 13, 2010 Jing-Shou-Shang No. 09901005630
July 2010	10	250,000	2,500,000	213,680	2,136,803	Earnings transferred capital increase 194,255	—	July 1, 2010 Jing-Shou-Shang No. 09901140030
September 2010	10	300,000	3,000,000	231,680	2,316,803	Capital increase in cash 180,000	—	September 16, 2010 Jing-Shou-Shang No. 09901211780
December 2011	10	300,000	3,000,000	236,314	2,363,139	Earnings transferred capital increase 46,336	—	December 12, 2011 Jing-Shou-Shang No. 10001275880
August 2012	10	300,000	3,000,000	251,314	2,513,139	Capital increase in cash 150,000	—	August 6, 2012 Jing-Shou-Shang No. 10101159440
August 2013	10	300,000	3,000,000	275,014	2,750,139	Capital increase in cash 237,000	—	August 15, 2013 Jing-Shou-Shang No. 10201165000
January 2015	10	300,000	3,000,000	271,243	2,712,429	Treasury stock-based capital reduction 37,710	—	January 22, 2015 Jing-Shou-Shang No. 10401013620
August 2019	10	300,000	3,000,000	271,242	2,712,425	Treasury stock-based capital reduction 450	—	April 14, 2019 Jing-Shou-Shang No. 10801101390

March 30, 2025; Unit: Unit: Thousand Shares

Type of share	Approved capital stock			Remarks
	Circulating shares	Shares yet to be issued	Total	
Registered common stock	271,242	78,758	350,000	None

(II) List of Major Shareholders

Shareholders that hold at least 5% of the equity or those whose holding ratio is one of the Top 10, their names, the number of shares held, and the holding ratio

March 30, 2025; Unit: Share: %

Name of major shareholder	Shares	No. of shares held	Holding ratio
Macquarie Bank Limited - MAIN		12,265,000	4.52
Hui Min Investment Co., Ltd.		10,802,177	3.98
Hocheng Corporation		6,575,315	2.42
Lin, Gao-Huang		6,100,000	2.25
Prosperity Tieh Enterprise Co., Ltd.		5,710,000	2.11
Capital Securities Corp. in entrusted custody for CSC Securities (HK) Limited, Capital Securities Nominee Limited		5,552,000	2.05
Hefeng United Co., Ltd.		3,620,000	1.33
Rensheng Investment Co., Ltd.		3,426,102	1.26
CHASE Bank is entrusted custody for Vanguard Total International Stock Index Fund, Vanguard Star Funds		3,381,549	1.25
Jie-Hong Investment Co., Ltd.		3,073,783	1.13

(III) Company's Dividend Policy and Implementation

1. Dividend policy defined in the Articles of Incorporation

The Company's net profit for each year's general financial statement should first be used to offset any losses from previous years. Then, 10% of the remaining balance should be allocated to the legal reserve fund, unless the legal reserve fund has already reached the total amount of the paid-in capital. Additionally, a special reserve fund may need to be set aside or reversed in accordance with applicable laws, regulations, or instructions from the competent authority. If there is any remaining profit after these allocations, the Board of Directors may propose a dividend distribution plan for that amount, along with any profits from previous years, and submit it to the Shareholders' Meeting for approval.

In light of steady developments and a sound financial structure, the distribution of surpluses of the Company is not to be below 10% of distributable surpluses after prior surpluses are subtracted. When it is below 1% of the paid-in capital size, however, it may be decided that all the remaining surpluses will continue to be retained and not be distributed.

Upon distribution of surpluses, the cash dividend may not be below 10% of the overall dividends.

2. Current distribution of of dividends

The Company's surplus earnings distribution plan for the year 2024 has been approved by the Board of Directors on April 11th, 2025. After setting aside 10% for statutory surplus reserve and special reserve fund, as well as adding the accumulated undistributed retained earnings from the beginning of the period, the remaining distributable profit is as follows:

- (1) NTD 0 distributed as a share dividend for shareholders.
- (2) NTD 374,314,633 distributed as cash dividends for shareholders.
- (3) Cash dividend distributed with the earnings (NTD/Share): NTD1.38.
- (4) Information on expected major changes to the dividend policy: This did not happen.

(IV) Impacts of free share assignment intended through the current shareholders' meeting on the Company's operational performance and earnings per share

No free share assignment was proposed in the current shareholders' meeting and the Company does not need to disclose its 2024 Financial Forecast; therefore, there is no need to disclose the annual forecast information.

(V) Remuneration for employees and that for directors

1. Percentage or range of remuneration for the employees and that for the directors as stated in the Company's Articles of Incorporation

After the pre-tax net profit of the current term before the remuneration for directors and that for employees are subtracted from the profit for the current year of the Company, less than 3% shall be set aside to be the remuneration for directors and 5% to 15% shall be that for employees. In cases of pending cumulative deficits borne by the Company (including adjustment of the value of undistributed earnings), the value sufficient to offset the deficits shall be retained first.

2. Accounting measures adopted in case of any difference between the basis for estimating the amount of remuneration for employees and that for directors and the basis for calculating the number of shares included in the distribution of share bonus, and the actual value distributed and their estimates of the current term:

- (1) The Company estimates the amount of remuneration for employees and that for directors based on the policy defined in the Company's Articles of Incorporation and with reference to how it was distributed in prior years.
- (2) The basis for estimating the amount of remuneration for employees and that for directors in 2024 is to multiply the pre-tax net profit by 7.5% which is expected for employees and 1.5% for directors. The basis for calculating the number of shares for the distribution of stock bonus is the closing price on the day before the Board of Directors' meeting. In 2023, however, the employee stock bonus was not distributed.
- (3) Differences between the actual values decided to be distributed by the Board of Directors and the estimate, if any, are considered variations in accounting estimates and will be recognized as the profit or loss of 2025.

3. Information on the distribution of remuneration for employees and that for directors of 2023 as decided by the Board of Directors

(1) Amount of remuneration for employees and that for directors

Item	Remuneration for employees	Remuneration for directors
Cash	67,815,000	13,563,000
Share	—	—

There is no difference between the amount of remuneration for employees and that for directors distributed for 2024 as determined by the Board of Directors and the annual estimate recognized.

- (2) Ratio of the amount of remuneration for employees as determined to the sum of after-tax net profit and the total employee bonus of the current term: Not applicable.
4. The company allocated the employee and director compensation for the 2023 fiscal year in 2024. The estimated employee and director compensation in the company's 2023 financial report was the same as the actual allocation.

(VI) Buyback of the Company's Shares: None.

II. Corporate Bonds: None.

III. Preferred Stock: None.

IV. Global Depositary Receipt: None.

V. Employee Stock Options: None.

VI. Employee Restricted Stock: None.

VII. New Shares in Connection with Mergers or Acquisitions or with Acquisitions of Shares of Other Companies: None.

VIII. Implementation of Capital Utilization Plan: None.

Four. Operational Status

I. Scope of Operation

(I) Scope of Operation

1. Main contents of the business

- (1) CC01080 Electronics Components Manufacturing
- (2) F219010 Retail Sale of Electronic Materials
- (3) F401010 International Trade
- (4) All business items that are not prohibited or restricted by law, except those that are subject to special approval.

2. Sales weight and current products

Main products	2024	2023
Printed Circuit Board	100.00%	100.00%

3. New products to be developed

- (1) High-speed domain: High-end consumer electronics, AIPC, and networking products.
- (2) Automotive domain: Control panels and dashboard displays, motherboards, car lights, and electronic drive components.
- (3) Display domain: Diverse mini-LED, notebook, and large-size television displays.
- (4) Wearable device domain: AR glasses, etc.

(II) Industry Overview

The Group primarily engages in the manufacturing and sales of Printed Circuit Boards (PCBs). The main application products include LCD TVs, monitors, laptops, Public Information Displays (PIDs), touch panels, solid-state drives (SSDs), and automotive boards. PCBs are substrates that carry electronic components, while the core material of the inner layer acts as an insulator (e.g. glass fiber) the outer layer is supplemented with a conductor (e.g. copper foil). According to the circuit design of the end product, the circuit pattern is applied to the substrate by chemical etching and electroplating. Given that the electrical circuit (wiring) connects the various electronic component and provides electrical conductivity to transmit power and signals, this enables the function of each component to be performed. PCBs are regarded as one of the most essential components of electronic products. In general, PCBs are categorized into rigid circuit boards (R-PCB), flexible printed circuits (FPC), high-density interconnect boards (HDI), and IC carrier boards. If classified under the number of conductive layers, these can be divided into single-sided, double-sided and multi-layer panels. The downstream applications for these types of PCBs are as follows:

Classification	Terminal Products	Characteristics
R-PCB	Automotive electronics, servers/storage, desktop computers, notebooks, displays, hard drives, TVs, game consoles, and so on.	Non-flexible, wide range of board thickness, and can carry large currents.
FPC	Wearable devices, mobile phones, tablet PCs, notebooks, digital cameras, TFT-LCD panels, touch panels, and so on.	Flexible, easy to bend, lightweight and thin.
HDI	Wearable devices, mobile phones, tablet PCs, ultra-thin notebooks, digital single-lens reflex cameras, handheld game consoles, data cards, and so on.	Small in size, high density of circuit distribution, and excellent transmission performance.
IC Carrier Board	Application processors, baseband chips, power management chips, NFC chips, RF chips, graphics chips, power amplifiers, flash	Lighter, smaller in size, and has excellent quality stability and information channels.

Classification	Terminal Products	Characteristics
	memory, MEMS, and so on.	

In summary, PCBs can be applied to an extensive range of products, hence the name “mother of all electronic products”. PCBs can be used in almost everything in terms of electronic components. Their applications include wearable devices, communications, tablet PCs, automotive electronics, servers/storage, networking, personal computers, various consumer electronics products, and so on. Therefore, the prosperity in the terminal electronics market directly affects the market demand for PCBs.

1. Global industry status and development trends

With the global economy recovering and inventory levels returning to a healthy state, coupled with the rapid development of AI applications, emerging sectors such as servers, high-speed networks, and automotive electronics are expected to drive growth in the printed circuit board (PCB) industry.

According to Prismark data, the global PCB output value in 2024 is expected to grow 5.5% year-over-year to USD73.3 billion. Among this, servers and mobile PCBs have seen upward revisions, with annual growth rates expected to reach 19.3% and 6.2%, respectively. PC, consumer, and automotive segments are viewed more conservatively, with projected growth rates of 3.9%, 2.1%, and 1.7%, respectively. The industry is expected to grow a further 6.2% in 2025. Among products, HDI and IC substrates are expected to post compound annual growth rates (CAGR) of 7.8% and 7.6%, respectively, reflecting continued growth in demand.

2. Current status and development trend of Taiwan industry

According to the Taiwan Printed Circuit Industry Report, the printed circuit board (PCB) industry is expected to see stable growth in 2024. Benefiting from a rebound in consumer demand, as well as strong momentum from AI servers and satellite communications, the total annual output value is projected to reach NT\$816.8 billion, representing a year-over-year increase of 6.1%.

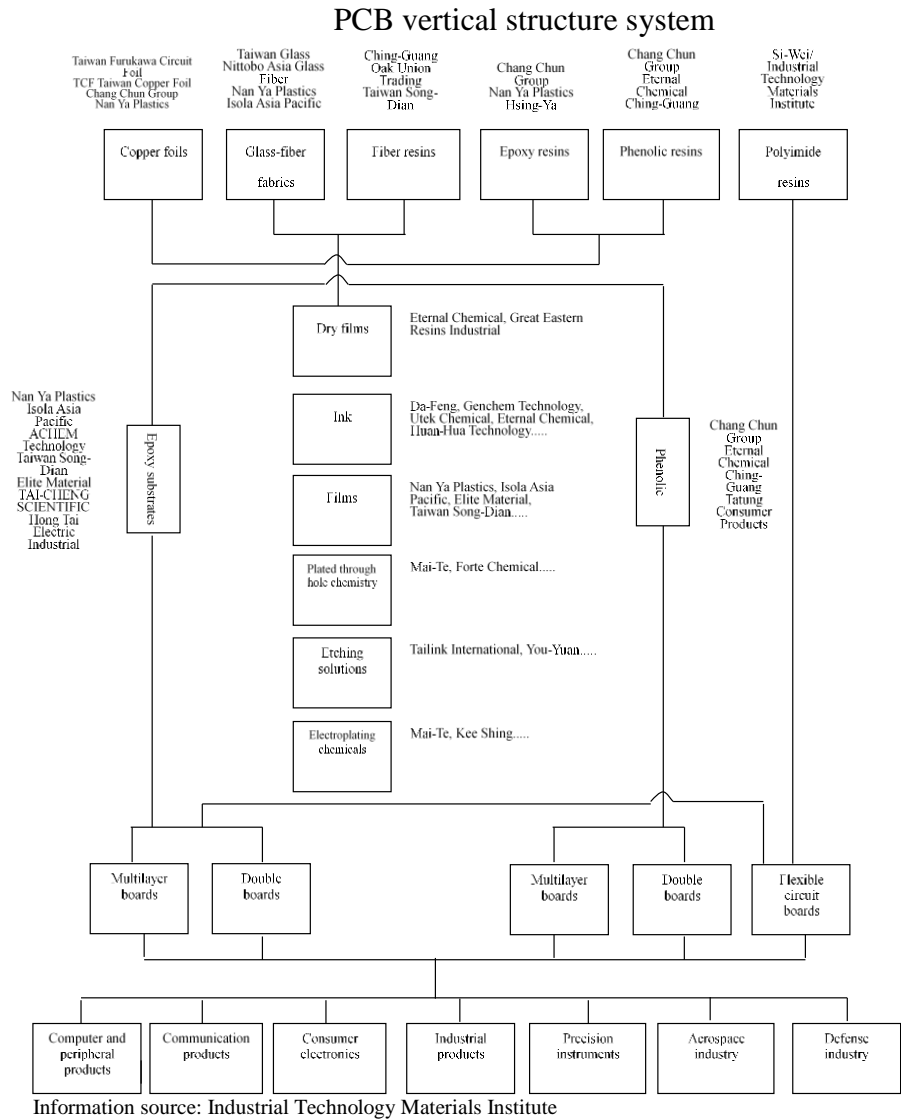
According to TPCA, in 2024, the major application segments for Taiwan's printed circuit board (PCB) industry are expected to be: communications at 34.2%, computers at 22.5%, semiconductors at 15.5%, automotive at 12.9%, consumer electronics at 9.9%, and others at 5.0%. Among these, mobile phone PCBs remain the core product in Taiwan's PCB sector. Although global automotive market growth has slowed in recent years, demand for automotive electronics remains strong, driven by developments in electric vehicles and autopilot systems. Notably, while servers and communications satellites currently account for a relatively small share of total applications, both have shown impressive growth in recent years. In 2024, the output value of Taiwan's server PCBs is expected to reach NT\$50.9 billion, representing a 49% year-over-year increase, while satellite-related PCBs are projected to reach NT\$19.3 billion, up 83% year-over-year.

Looking ahead to 2025, with a rebound in terminal consumption and continued momentum from AI-related demand (both servers and edge applications) as well as communications satellites, Taiwan's printed circuit board (PCB) industry is projected to grow further, reaching NT\$854.1 billion — a year-over-year increase of 4.6%.

3. Linkage between upstream, midstream, and downstream industries

Chi Chau is engaged mainly in the manufacturing and sales of PCBs as a bridge for carrying electronic components and connecting circuits. Upstream industries include chemical raw materials such as: substrates, copper foil, glass cloth, dry film, ink, film and etching solution, covering petrochemicals, metal and electronic component industries. Downstream industries include computer peripherals, communication products, consumer electronics, industrial products, precision instruments, the aerospace industry, and the

defense industry. The main raw materials for upstream industries can be developed and supplied by domestic manufacturers, while the applications for downstream industries are more diverse and are likely to be affected by the general economy, market performance, and consumption. Given the above, both upstream and downstream systems of the PCB industry have been reasonably developed. Structural links between the upstream, midstream and downstream industries are as follows:



4. Competition situation

Due to the wide range of applications and varying laminates and characteristics of printed circuit board (PCB) products, there is intense competition both domestically and internationally. The Group primarily focuses on manufacturing PCBs for photovoltaic panels, NB boards, circuit boards for information products, and automotive boards. We strive to enhance production efficiency management and meet customer demands with stable quality and competitive pricing, ensuring customer satisfaction.

According to the recently released “2024 Chinese-funded PCB Industry Dynamics Insights Report”, Chinese-funded PCB manufacturers accounted for approximately 30.5% of the global market share in 2023, with an output value of USD22.98 billion, ranking second worldwide. Looking ahead to full-year 2024, the Chinese-funded PCB industry is expected to grow rapidly to USD26.79 billion, representing a year-over-year increase of 16.6%, with global market share rising to 32.8%. Chinese-funded PCB players may become the largest contributors to global PCB output value. With the widespread adoption of AI applications and the aggressive market expansion of new energy vehicles, demand for PCBs

used in AI servers and automotive electronics has risen significantly, becoming a key driver of industry growth.

Driven by international customers, the PCB industry has gradually shifted investment toward Southeast Asia in recent years, primarily to mitigate risks associated with production over-concentration and other uncertainty factors, while also seizing opportunities for new orders. Although Thailand's PCB supply chain is still in the early stages of development—and companies face a learning curve due to differences in language, culture, and local practices—industry players recognize Southeast Asia's advantages in abundant labor, lower labor costs, and reduced geopolitical risk. These factors help enhance operational efficiency and better meet customer demands.

In the past, Thailand's PCB industry was primarily dominated by Japanese companies and local Thai businesses, with only three Taiwanese PCB players—Apex, Chin-Poon, and GPMEDTEK—established in the market. As major large panel manufacturers gradually enter Thailand and expand into various application segments, the Taiwan Printed Circuit Association (TPCA) projects that Thailand's share of the global PCB output value could exceed 5% by 2026, driving overall economic benefits.

(III) Technology, R&D and Patent Overview

1. R&D expenses during the most recent fiscal year and as they stood on the date of publication of the annual report:

Not applicable as PCBs are the basic components of the electronic industry, and the production technology is relatively mature. Also, related product lines and specifications are provided according to the design of the customer, the Company has not invested in R&D since 2013.

2. Whether there is any infringement of patent rights, trademark rights and copyright in the currently registered or attained patent rights, trademark rights and copyright rights, and whether the actions taken are reasonable and effective:

The Company has no registered patent rights, trademark rights and copyrights, and has not been involved in any infringement of patent rights, trademark rights and copyrights during the most recent fiscal year and as they stood on the date of publication of the annual report.

(IV) Long and short-term plans for business development.

1. Short-term plans

- (1) In response to geopolitical conflicts and in line with the strategic layout of the international supply chain. The Company's factory in Vietnam commenced operations in the fourth quarter of 2022, aimed at providing services to local customers in proximity.
- (2) To stay ahead in the future of the LCD panel and PCB for NB applications, the Company is actively pursuing the development of niche products related to these sectors, and closely monitoring industry and technological advancements to identify emerging opportunities and trends.
- (3) The automotive electronics industry is being driven by the increasing trend of smart vehicle systems and ADAS technologies, as well as the continuous growth in sales of electric vehicles (EVs). According to industry experts, the compound annual growth rate of the automotive PCB industry output value is estimated to reach 7.1% from 2022 to 2028. The Group is actively investing in marketing strategies and advancing production technologies to capitalize on this growth in the automotive board sector.

2. Long-term plans

- (1) Continue to cultivate quality and professional technologies as well as management elites. Not only will the yield rates of production lines in Taiwan be improved, but they will also serve as the basic cadre of production lines in future locations outside Taiwan.

- (2) To address the task of manpower shortage in the manufacturing industry in Taiwan, China and Vietnam, we will continue to increase automation to reduce manpower demand in the plan, while also stabilizing manufacturing quality.
- (3) Establish a comprehensive information system for information integration and analysis to shorten operation times. Computer connections with key customers will also be set up to provide real-time service.
- (4) Continue to expand product range and their distribution channels in response to market trends and product diversification to reduce the impact of fluctuating economic conditions.
- (5) In line with future product trends, new materials will be strengthened, new technologies collected, and correct products planned to shorten the development and introduction of mass production time to meet future product demand.

II. Market, production and sales overview

(I) Market Analysis

1. Major product sales regions

The Company's main products are PCBs, and they are sold in Taiwan, China, Korea, Singapore and Hong Kong.

Unit: NTD thousands

Area \ Year	2023		2024	
	Amount	%	Amount	%
Domestic sales	2,313,296	12.22	2,019,098	11.40
Export	16,620,544	87.78	15,688,891	88.60
Total	18,933,840	100.00	17,707,989	100.00

Information source: Consolidated financial report audited by the CPAs.

2. Market share

According to Prismark data, the global printed circuit board (PCB) market value for 2024 is estimated to be USD 73.3 billion. In comparison, the merged company's consolidated sales amounted to approximately USD 540 million, accounting for approximately 0.74% of the global PCB market.

3. Future market supply and demand situation and growth

In discussing the trends in the PCB industry, there is a continuous technological shift towards high precision, high integration, and lightweight designs to meet the downstream electronics industry's demand for smaller, thinner, and shorter products. In terms of application areas, there has been a structural transformation in recent years driven by emerging markets such as 5G, mobile internet, IoT (Internet of Things), cloud computing, artificial intelligence, and autonomous driving vehicles. This transformation is rooted in the generation, processing, and application of big data, and the short, medium, and long-term structures are still being adjusted. To seek new growth momentum, Taiwanese manufacturers will continue to focus on the deployment of servers, 5G, network communications, and automotive electronics applications. They will adjust their product structures, actively introduce automation and intelligent equipment, optimize process efficiency, and seek revenue and profit growth. In addition to providing competitive products and services in the existing LCD photovoltaic panels and NB board segments, the Group is actively cultivating new areas in 5G applications and automotive boards.

4. Competitive niche

(1) Continuous innovation of professional technology

The Group is actively improving its production technology and processes to develop niche products with advantages in technology and quality. This includes catering to the needs of 5G IoT applications and transmission. Furthermore, there is a continuous expansion of the utilization of fine circuit processes and the enhancement of HDI (High-

Density Interconnect) multilayer board manufacturing capabilities. Implementing AI to construct a visual inspection model for exterior examination aims to reduce the amount of data interpretation required by personnel, thereby lowering the rate of overlooking defective appearances and enhancing inspection quality.

(2) Steady business operation

The management of the Company is committed to the business it operates in and upholds the business philosophy of sustainability, innovation and service, which allows the Company to maintain its performance while maintaining its profitability under fierce competition.

(3) Good management system

PCB manufacturing is an industry with complex manufacturing processes and made-to-order production, having precise and effective management is the foundation for maintaining competitiveness and generating profits. Not only does the Company's management team constantly strive for meeting the objectives of effective management, but with years of professional production experience, alongside the application of integrated computer systems, short delivery times, reduction of costs and continuous quality standard improvement are also achieved, further increasing the Company's competitiveness.

5. Advantageous and disadvantageous factors for future development and policies for dealing with them

(1) Advantageous factors for future development and policies

- ① Establish positive and stable supply relationships with major raw material suppliers to grasp the source of raw materials.
- ② The main members are elites from various industries, with technologies reaching international standards and capabilities to grasp the technology of niche products of optoelectronics and information.
- ③ Thanks to satisfactory communication and a comprehensive management system, the relationship between labor and management is congruent. Each member of the Company strives for one goal - to do their utmost for the best interests of the Company.

(2) Disadvantageous factors for future development and policies for dealing with them

- ① Global environmental awareness is increasing.

Policies for tackling the issue: The Company has invested heavily in pollution prevention equipment so that emissions comply with exhaust and wastewater laws and regulations. General and hazardous business waste is entrusted to a treatment body approved by the competent authorities.

- ② Labor shortage and high liquidity.

Policies for tackling the issue: We hire foreign workers through legal agencies to increase productivity. We also enhance employees' on-the-job training to improve their quality and productivity, while at the same time increasing employee benefits to reduce the employee turnover rate.

- ③ Competitive market makes reasonable profits difficult to maintain.

Policies for tackling the issue: The Company has introduced high-tech production equipment to improve production capacity and quality, reduce production costs and proactively develop new products, adjust sales portfolios, and establish market segmentation.

④ Changes in exchange rates affect profitability.

Policies for tackling the issue: When purchasing raw materials, we quote in U.S. dollars and pay in U.S. dollars, and reduce exchange risks through a forward exchange and U.S. dollars loan.

⑤ Price fluctuation of international raw materials:

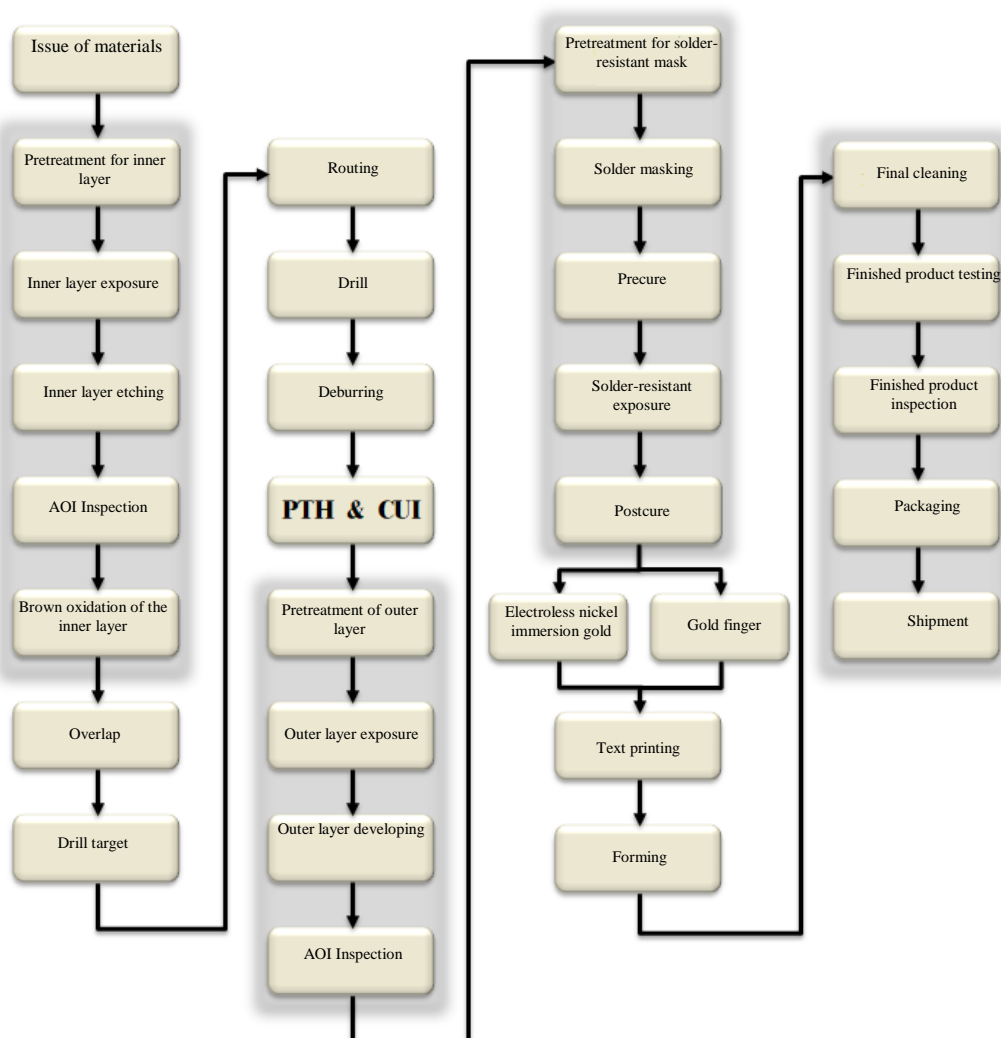
Policies for tackling the issue: Our procurement personnel keep a close eye on the market price trend of raw materials at all times to reduce the adverse impact of price fluctuation. We also maintain a good relationship with raw material suppliers to ascertain the best procurement timing.

(II) Purchasing personnel keeps an eye on the market price trend of raw materials to reduce the negative impact of price fluctuation and maintain a good relationship with raw material suppliers to ascertain the best timing of purchase.

1. Usage for the Company's main products

TFT-LCD monitors, desktop computers, notebook computers, automotive PCBs, consumer electronics, etc.

2. Manufacturing processes for the Company's main products



(III) Supply situation for the company's major raw materials.

The Group is a professional manufacturer of printed circuit boards. The main raw materials are substrates, copper foil, prepreg and gold salts, which are sourced from major

domestic and foreign suppliers. The main suppliers of laminates and prepreg are Elite Material Co., Ltd., Ventec Electronics Corporation and Nan Ya Plastics Corporation, all of which are well-known manufacturers in Taiwan and abroad. They have established a good and stable long-term supply-demand relationship with the Group, and the prices reflect the market conditions in the information electronics industry.

As of the date of publication of the annual report, the supply of major raw materials is good and there is no occurrence of cessation of work or other disputes.

- (IV) A list of any suppliers and clients accounting for 10 percent or more of the company's total procurement (sales) amount in either of the 2 most recent fiscal years, the amounts bought from (sold to) each, the percentage of total procurement (sales) accounted for by each, and an explanation of the reason for increases or decreases in the above figures

1. Main suppliers

Unit: NTD thousands; %

Item	Name	Relationship with the Issuer	2023		2024	
			Amount	As a percentage of net imports for the year	Amount	As a percentage of net imports for the year
1	Supplier A	None	1,062,730	10.86	1,063,233	10.71
3	Others	None	8,721,843	89.14	8,868,476	89.29
	Total		9,784,573	100.00	9,931,709	100.00

Change in increase/decrease:

The Group primarily procures raw materials such as substrates, copper foils, films, and chemicals. The increase in purchases for the year 2024 is due to the longer raw material stocking period of the subsidiary, Chi Chau Printed Circuit Board (Vietnam) Co., Ltd. There were no significant changes in the suppliers in 2024, and apart from the mentioned suppliers, the remaining suppliers did not account for more than 10% of the total procurement amount.

2. Main customers

Unit: NTD thousands; %

Item	Name	Relationship with the Issuer	2023		2024	
			Amount	As a percentage of net sales for the year	Amount	As a percentage of net sales for the year
1	Customer A	None	2,194,883	11.59	2,979,150	16.82
2	Customer B	None	2,341,499	12.37	1,905,111	10.76
3	Others	None	14,397,458	76.04	12,823,728	72.42
	Total		18,933,840	100.00	17,707,989	100.00

Change in increase/decrease:

The group's revenue for the 2024 fiscal year decreased due to the lack of clear recovery in consumer electronics, automotive applications, and other sectors, along with price competition, which led to a reduction in unit selling prices. However, Customer A experienced an increase in revenue due to the recovery of the global PC market. Overall, there were no significant changes in the customer base and sales products for the Group in 2024. The Group will continue to focus on diversifying its customer base and sales product range, expanding into overseas markets, and mitigating the risk of concentrated sales.

III. The number of employees employed for the 2 most recent fiscal years, and during the current fiscal year up to the date of publication of the annual report, their average years of service, average age, and education levels (including the percentage of employees at each level)

Year		2023	2024
Number of employees	Direct labor	3,055	2,692
	Indirect labor	1,009	962
	Total	4,064	3,654
Average age		36	36
Average years of service		5.42	6.11
Education distribution rate (%)	PhD	0.00	0.00
	Master	0.27	0.90
	College	17.22	17.90
	Senior high school	53.74	43.79
	Below senior high school	28.76	37.41

IV. Information on Environmental Protection Expenditure

Environmental fines for the most recent year and up to the printing date of the Annual Report :

Company	Disposition Date	Disposition Reference Number	Legal Provision Violated	Details of the Provision Violated	Details of Disposition	Possible expenses that could be incurred currently and in the future and measures being or to be taken
tgt	2024.01.19	GAO-SHI-HUAN-JU-TU-ZI-No.11330719100	Paragraph 2, Article 12 of the Soil and Groundwater Pollution Remediation Act states that "... If the site in the preceding paragraph has a clear source of soil or groundwater pollution, and the concentrations of pollutants exceed the soil or groundwater pollution control standards, the special municipality, county, or city competent authority shall publicly announce that it is a soil or groundwater pollution control site."	Soil Pollution Remediation Site and Soil Pollution Control Zone	A fine of NTD100,000 was imposed and attendance at a 4-hour Environmental Education Lecture was required (no improvement was made before the deadline).	The fine was paid in full on April 10, 2024. On December 30, 2024, the Board of Directors approved the soil improvement budget. A contractor has been commissioned to carry out the remediation work according to the improvement plan approved by the competent authority. A provision for decommissioning liabilities of 205,000 thousand NT dollars has been estimated in the accounts for soil improvement costs.

V. Labor-Management Relations

(I) List any employee benefit plans, continuing education, training, retirement systems, and the status of their implementation, and the status of labor-management agreements and measures for preserving employees' rights and interests

1. Welfare system

- (1) Take out labor insurance for employees as required.
- (2) Provide national health insurance for employees as required.
- (3) Take out group insurance for employees and provide periodic health examinations.
- (4) Provide employees with special leave, maternity leave and parental leave as required.
- (5) Provide year-end bonuses and performance bonuses according to the Company's operating conditions.
- (6) Distribution of remuneration to employees as required by the Company.
- (7) The Company provides meals to employees in its canteen.
- (8) Employee welfare funds are allocated, and Employee Welfare Committee is established as required by the law. Various employee benefits are provided, such as: money/gifts for 3 major festivals, birthday gifts, maternity allowance, child care subsidy, wedding and funeral subsidy, hospitalization compensation and employee trips.

2. Continuing education and training

To strengthen the professional capabilities of our employees to improve their work efficiency and improve product quality, we not only send our employees to take part in training courses organized by external agencies to boost their professional capabilities, but we also hold internal management and professional training courses from time to time. Meanwhile, we also encourage our employees to obtain professional licenses. In 2024, the Company conducted a total of 2,289 education training sessions (including internal and external training) with a total of 18,100 hours of training. The total cost for education and training was approximately NTD125,000.

3. Retirement system and implementation status

- (1) As required by the "Labor Standards Act", the Company has formulated Labor Retirement Management Measures applicable to all official employees before the "Labor Pension Act" became effective on July 1, 2005. The Company has established a Labor Pension Fund Supervisory Committee and 2%-15% of the employee's monthly wages are allocated to the retirement fund. The pension funds are administered by the Labor Pension Fund Supervisory Committee and deposited in the Committee's name in the Bank of Taiwan.
- (2) From July 1, 2005, the new labor pension system was enforced. The Company has formulated the Labor Retirement Management Measures following the "Labor Pension Act". 6% of the monthly wages will be allocated as pension for employees opting for the "Labor Pension Act"

4. The status of labor-management agreements and measures for preserving employees' rights and interests

The Company thinks highly of the welfare of its employees and abides by the provisions stipulated in the Labor Standards Act. At Chi Chau, we provide reasonable wages and comprehensive systems and carry out communication meetings as well as Welfare Committee meetings to exchange opinions with our employees. Our employees and the Company have sound communication

5. Work environment and employee safety protection measures (ISO45001 attained, deadline: November 10, 2027).

In terms of labor safety and health, the Company has formulated a Safety and Health Work Handbook for employees to follow as required by the competent authorities.

- (1) Safety and health management unit and personnel
 - ① As required by the Health and Safety Act, a Labor Safety and Health Management Unit has been set up as an enforcement unit for safety and health under the General Manager's Office. In addition, an A-type of Occupational Safety and Health Business Manager, Safety Manager, and Safety and Health Officer have also been set up.
 - ② On-site safety and healthy supervisors and first aid facilities have been put in place in workplaces as required by the law.
 - ③ A safety and health report is provided in the monthly meeting.
 - ④ An automatic inspection of safety and health is carried out as required.
- (2) Facility Safety
 - ① Formulate the protection and management regulations for machinery and equipment.
 - ② Carry out regular maintenance and repair of machinery and equipment.
 - ③ As required by the competent authorities, dangerous machinery requires an annual inspection by an inspection agency. Dangerous machinery may only be used once it passes the inspection.
 - ④ Upon the signing of a construction contract with the contractor, he/she must be informed in writing of safety and environmental precautions.
- (3) Environmental Health
 - ① Under the regulatory requirements set by the competent authority, we regularly conduct operational environmental monitoring and have obtained the ISO 14001 certificate (valid until July 23, 2026).
 - ② Employees receive an annual full-body health examination.
- (4) Fire safety
 - ① Install a comprehensive fire-fighting system as required by the Fire Services Act.
 - ② Drills and training are carried out every 6 months.
- (5) Building Safety
 - ① As required by Article 77 of the Building Act, an annual inspection report on the safety of buildings is issued and shall be filed with the local competent building authorities.
- (6) Safety
 - ① Set up access control and monitoring system.
 - ② Night patrol security services.

(II) Labor disputes during the current fiscal year up to the date of publication of the annual report: The Company did not incur any losses due to labor disputes. Through the establishment and continuous improvement of labor relations systems, it should be possible to prevent any potential losses from labor disputes in the future.

VI. Cyber security management

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

A. Information Security Risk Management Framework

In fiscal year 2023, the Company established a Cybersecurity Team (consisting of one cybersecurity manager and one cybersecurity specialist), that is responsible for coordinating and implementing security policies, disseminating security information, raising employees' awareness of information security, and collecting and improving the effectiveness and integrity of the organization's information security system. The Audit Office conducts annual information security audits on the internal control system - Cyber Security Management Regulations and evaluates the effectiveness of the internal control of the Company's information operations. Furthermore, to prevent computer network security crises from happening and facilitate the sharing of cyber threat intelligence, the

Company joined the Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC) in the year 2022.

B. Cyber Security Policy

- (1) Strengthen personnel's cybersecurity awareness and establish employee information security consciousness.
- (2) Build information system security protection measures and implement access control management.
- (3) Establish a cybersecurity incident response mechanism and data backup and restoration plan to ensure operational continuity.
- (4) Comply with regulatory requirements, implement personal data protection management, and cooperate with the regulatory authorities on various cybersecurity measures.
- (5) Improve the effectiveness of cybersecurity management, continuously enhance the cybersecurity management system, strengthen cybersecurity governance structure, and ensure the effective operation of management systems.

C. Specific management solutions

Management Issues	Work Instructions
Cybersecurity Education and Training	<ol style="list-style-type: none"> 1. Send monthly information security awareness emails to enhance personnel's cybersecurity awareness. 2. Conduct social engineering drills to assess employees' ability to respond to and identify cybersecurity threats. 3. Cybersecurity personnel are required to receive at least 12 hours of information security professional courses or competency training annually.
Risk Assessment and Control	<ol style="list-style-type: none"> 1. Conduct an annual cybersecurity risk assessment to identify potential cybersecurity risks related to core business and information systems. Analyze the impact of the loss of confidentiality, integrity, and availability, and implement corresponding management or technical control measures to mitigate these risks.
Computer Room Control	<ol style="list-style-type: none"> 1. Check the temperature and humidity of the computer room to ensure they are maintained within the appropriate range, and record the data in the computer room logbook. 2. Check the functionality and expiration date of the fire protection equipment, and record the information in the computer room logbook. 3. Control access to the computer room and monitor with surveillance cameras. If maintenance vendors or unauthorized personnel enter the room, they must be accompanied by management staff at all times. Additionally, review the "Computer Room Access Logbook" monthly to ensure security management. 4. Immediately report any abnormalities found during the computer room inspection to the relevant personnel for handling.
System Data Backup and Restoration Plan	<ol style="list-style-type: none"> 1. Establish that core business systems should be restored or damage control completed within 36 hours, while other general business systems must be restored or damage control completed within 72 hours, ensuring business continuity requirements are met. 2. Backup the file system daily and store it in network storage devices. 3. Conduct a full system and data restoration test in a test environment annually to verify the availability of backup data and the effectiveness of the restoration process. 4. For core business systems and critical data, implement an offsite backup mechanism to ensure the quick restoration of core business and critical data in the event of a disaster.
User Access Management	<ol style="list-style-type: none"> 1. Establish procedures for onboarding, ongoing employment, and offboarding, and require employees to sign a confidentiality agreement to clearly inform them of confidentiality matters. 2. Provide information security education and training for new employees to establish cybersecurity awareness and reinforce their understanding of related responsibilities.

Management Issues	Work Instructions
	<ol style="list-style-type: none"> When employees leave, retire, or change positions, the HR department should proactively notify the IT department to remove the employee's access privileges. If new access needs to be granted, the "Information System and File Server Access Permission Application Form" should be filled out, approved by the responsible supervisor, and submitted to the IT department for implementation. If business requirements necessitate querying or using functions beyond their authorized permissions, employees must fill out the "Information System and File Server Access Permission Application Form," obtain approval from the responsible supervisor, and then submit it to the IT department for processing.
System Maintenance and Asset Management	<ol style="list-style-type: none"> Establish a core system asset inventory and conduct an annual inventory check of the information systems. Data storage devices to be decommissioned must undergo physical destruction or be securely stored in a controlled area and managed with appropriate security measures. Integrate cybersecurity requirements into the development and maintenance specifications of information systems, including access control for sensitive data, user login authentication, and the inspection and filtering of user input and output. Properly store and manage documents related to the development and maintenance of information systems. Conduct at least one vulnerability scan of core information systems annually and ensure that system vulnerabilities are patched.
Outsourcing Guidelines for Information Systems and Services	<ol style="list-style-type: none"> Clearly specify cybersecurity requirements and the right to conduct cybersecurity audits of outsourcing vendors in the procurement documents. Upon termination or dissolution of the outsourcing relationship, the company should ensure that the outsourcing vendor returns, transfers, deletes, or destroys any data held as part of fulfilling the contract.
Cybersecurity Supervision	<ol style="list-style-type: none"> The cybersecurity promotion organization should report the status of cybersecurity implementation to the board of directors at least once a year to ensure the appropriateness and effectiveness of its operations (reported on March 12, 2025). If there are deficiencies in the company's information security personnel, capabilities, or experience, the company may engage external scholars, experts, or professional organizations and groups to provide cybersecurity consulting services.
Cybersecurity Incident Reporting, Response, and Intelligence Assessment	<ol style="list-style-type: none"> Join the Taiwan Computer Emergency Response Team and Coordination Center (TWCERT/CC) to receive cybersecurity early warning intelligence, as well as information on cybersecurity threats and vulnerabilities. If a significant cybersecurity incident occurs that meets the criteria outlined in the "Taiwan Stock Exchange Corporation's Verification and Public Handling Procedures for Material Information of Listed Securities Companies," it should be handled according to the relevant regulations. When a cybersecurity incident occurs, the responsible unit must immediately notify by phone and complete the "System Maintenance Application Form" to report the incident to the cybersecurity promotion team's management unit. The unit will assess the incident type, identify the problem, address the issue promptly, and document the process.
Information Communication Equipment Maintenance and Management	<ol style="list-style-type: none"> Users are responsible for basic cleaning and maintenance of computers but are not allowed to disassemble the computer case or replace internal components (except for the IT department). When the person responsible for the computer leaves or changes positions, they must personally hand over both the hardware and software of the computer to the designated successor. Avoid using unknown disks, USB drives, or external media to prevent potential computer viruses or malware infections. All personal computers in the company must have legally licensed

Management Issues	Work Instructions
	<p>software, and the IT department must verify this before allowing the computer to be used by other departments.</p> <p>4. Users are not allowed to add new software or modify system settings without authorization. If there is a need, the "Information System and File Server Access Permission Application Form" must be filled out and approved by the responsible supervisor before the IT department proceeds with the necessary steps.</p> <p>5. All legally licensed software, except for software that specific departments must manage for special reasons, should be centrally managed and stored by the IT department.</p> <p>6. If a department encounters any issues with computer equipment, they must notify the IT department for testing and complete the "System Maintenance Application Form."</p> <p>7. If the IT department cannot resolve the issue, they should notify the vendor to resolve it, and proceed with the appropriate procurement or related procedures.</p> <p>8. If any issues arise with computer equipment, employees should promptly notify the IT department for resolution and refrain from attempting to fix the problem on their own.</p>
Disaster Recovery Plan	<p>1. The scope covers servers, network systems, and other equipment that may fail to function properly due to power outages or other disruptions.</p> <p>2. To prevent network downtime caused by hub or network card failures, backup hubs and network cards should be available.</p> <p>3. The internal company network must have two independent servers that support each other. If one server fails, the backup server should take over to ensure the network system can immediately return to normal operation.</p> <p>4. Servers must be equipped with uninterruptible power supply (UPS) systems to prevent equipment damage or data loss caused by power outages or unstable power supply.</p>

D. Input resources for cyber security management

- (1) Dedicated Personnel: A dedicated cybersecurity team is established, responsible for planning and executing the company's information security policies, implementing cybersecurity technologies, and conducting related audits to maintain the continuous operation of the company's information systems and strengthen information security.
- (2) Information Security Protection Measures: Antivirus software and real-time file system protection are implemented to continuously detect and remove malware present on computers. The firewall intrusion detection and defense mechanisms detect and block suspicious network attacks, and firewall rules are established to control the security of the company's connection to external networks.
- (3) Education and Training: Monthly cybersecurity awareness newsletters are sent out, and social engineering drills are conducted annually to strengthen employees' cybersecurity awareness.
- (4) Vulnerability Scanning: Vulnerability scanning is conducted annually on the information systems, and system vulnerabilities are patched upon detection.

(II) Significant cybersecurity incidents for the most recent year and up to the date of publication of the Annual Report: None.

VII. Important contracts (up to the date of publication of the annual report)

Company	Contractual nature	Counterparty	Date of contract	Main content	Restricted Terms
The Company	Mid-term loan	Bank of Taiwan	2024.01.12 - 2029.01.12	Medium and long-term working capital	None
	Mid-term loan	Chang Hwa Bank	2023.12.18 - 2027.12.18	Medium and long-term working capital	None
	Mid-term loan	First Bank	2024.02.06 - 2029.02.06	Medium and long-term working capital	None
	Mid-term loan	KGI Bank	2023.05.19 - 2027.04.02	Medium and long-term working capital	None
	Mid-term loan	SCS Bank	2024.12.06 - 2031.12.06	Medium and long-term working capital	None
	Mid-term loan	Yuanda Bank	2024.11.01 - 2029.11.01	Medium and long-term working capital	None
	Mid-term loan	Far Eastern Bank	2024.06.05 - 2028.06.05	Medium and long-term working capital	None
tgt	Mid-term loan	KGI Bank	2022.08.01 - 2027.08.01	Medium and long-term working capital	Plant and equipment guarantee
	Land lease	Export Processing Zone Administration, Kaohsiung Branch	2016.02.01 - 2030.01.31	Land lease	None

Five. Discussion and Analysis of Financial Standing and Performance Achievements and Evaluation of Risk Matters

I. Financial Standing

Main reasons for the variation in the assets, liabilities, and shareholders' equity in the past two years and their impacts

Unit: NTD thousand

Item \ Year	2024	2023	Variation between two terms	
			Amount	%
Current assets	20,552,929	20,049,858	503,071	2.51
Property, plant and equipment	8,861,944	8,579,794	282,150	3.29
Intangible assets	386,697	372,703	13,994	3.75
Other assets	932,853	694,041	238,812	34.41
Total assets	30,734,423	29,696,396	1,038,027	3.50
Current liabilities	11,881,404	13,525,429	(1,644,025)	(12.16)
Non-current liabilities	2,274,416	774,284	1,500,132	193.74
Total liabilities	14,155,820	14,299,713	(143,893)	(1.01)
Share capital	2,712,425	2,712,425	0	0.00
Capital reserve	2,875,694	2,875,694	0	0.00
Retained earnings (Note)	10,663,316	10,188,296	475,020	4.66
Other equity	(314,625)	(1,035,019)	720,394	(69.60)
Non-controlling interests	641,793	655,287	(13,494)	(2.06)
Total equity	16,578,603	15,396,683	1,181,920	7.68

Note: Retained earnings include the special reserve, legal reserve, and undistributed earnings.

Main reasons and impacts of change between two terms of 20% and above are described as follows:

1. The increase in other assets is mainly due to the subsidiary, tgt Printed Circuit Board Co. LTD., carrying out a renovation and improvement project for right-of-use assets.
2. The increase in non-current liabilities is mainly attributed to the Company's acquisition of long-term borrowings for investment by Chi Chau Printed Circuit Board (Vietnam) Co., Ltd.
3. The increase in other equity interest is primarily due to the appreciation of the New Taiwan Dollar against the US Dollar in 2024, increasing the foreign exchange differences arising from the translation of financial statements of overseas operating entities.

II. Financial Performance

(I) Main reasons for the major changes in the operating income, operating net profit, and pre-tax net profit over the past two years

Unit: NTD thousand

Item \ Year	2024	2023	Variation between two terms	
			Amount	%
Operating revenue	17,707,989	18,933,840	(1,225,851)	(6.47)
Gross profit	2,187,652	2,866,199	(678,547)	(23.67)
Operating profit and loss	866,992	1,635,102	(768,110)	(46.98)
Non-operating revenue and expense	122,277	19,512	102,765	526.68
Profit before tax	989,269	1,654,614	(665,345)	(40.21)
Net profit (loss) for the period	723,294	1,131,120	(407,826)	(36.06)
Other comprehensive income of current term (net income after tax)	737,646	(327,364)	1,065,010	(325.33)
Total comprehensive income in the current period	1,460,940	803,756	657,184	81.76
Net profit attributable to the owner of the parent company	746,262	1,094,091	(347,829)	(31.79)
Net profit attributable to non-controlling interests	(22,968)	37,029	(59,997)	(162.03)
The sum of comprehensive income attributable to the owner of the parent company	1,466,656	777,369	689,287	88.67
The sum of comprehensive income attributable to non-controlling interests	(5,716)	26,387	(32,103)	(121.66)
Earnings per share	2.75	4.03	(1.28)	(31.76)
Main reasons and impacts of change between two terms of 20% and above are described as follows:				
<ol style="list-style-type: none"> 1. The decrease in gross profit, operating profit (loss), profit before tax, profit after tax, net profit attributable to the owner of the parent company, net profit attributable to non-controlling interests, and earnings per share is primarily due to a decline in revenue. 2. The increase in non-operating income and expenses, other comprehensive income of current term (net income after tax), total comprehensive income for the period, and the sum of comprehensive income attributable to the owner of the parent company is primarily due to an increase in exchange gains from the appreciation of the US dollar in 2024. 3. The decrease in the sum of comprehensive income attributable to non-controlling interests is primarily due to an increase in losses from the subsidiary, tgt Printed Circuit Board Co. LTD. 				

(II) Possible impacts of expected sales quantities and their bases on the future financial operations of the Company and the response plan

The Group expects the printed circuit board industry to experience moderate growth in 2025, primarily driven by a recovery in end-consumer demand. In response, the consolidated entity has outlined the following plans:

1. Adapting to market trends and product diversification: The Group will continue to expand its product portfolio and sales channels to meet evolving market needs.
2. Leveraging technological and process strengths: The Group will actively develop thin boards, high-layer-count products, and fine-line circuitry to enhance product value and differentiation.

III. Cash Flow

(1) Information on the Analysis of Changes in Cash Flows of the Past Years and Insufficient Liquidity Improvement Plan

Unit: NTD thousands

Item \ Year	2024	2023	Changed	
			Amount	%
Operating activities	2,280,139	2,287,251	(7,112)	(0.31)
Investing activities	(1,109,584)	(1,739,827)	630,243	(36.22)
Financing activities	(1,220,941)	892,517	(2,113,458)	(236.80)
Net cash flow	352,585	1,276,491	(923,906)	(72.38)
Analysis of Changes in Cash Flows:				
1. Operating activities: The net cash flow from operating activities increased due to higher notes payable, accounts payable, and other payables compared to last year.				
2. Investment activities: The decrease in capital expenditures in 2024 compared to last year.				
3. Financing activities: This is mainly due to the reduction in the company's working capital and the repayment of receivables in USD hedge loans by its subsidiary, Chi Chau Printed Circuit Board (Suining) Co., Ltd., leading to a decrease in short-term borrowings.				
Improvement Plan for Insufficient Liquidity: Not applicable				

(II) Analysis of Cash Liquidity for the Coming Year (2025)

Unit: NTD thousands

Balance of cash at the start of the term	Scheduled Net cash flows from operating activities throughout the year	Expected annual cash In (Out)-flow	Expected cash balance (shortage)	Remedy for expected cash shortage	
				Investment plan	Wealth management plan
11,340,638	1,050,214	805,890	12,146,528	—	—
Cash liquidity analysis:					
1. Operating activities: Mainly due to the increase in depreciation expenses, which led to an increase in net cash flow.					
2. Investment activities: Mainly due to the payment for the acceptance of subsidiary plants and equipment.					
3. Financing activities: Mainly to issue cash dividends.					

IV. Impacts of the Latest Major Capital Expenditure on Financial Operation:

In 2024, the main capital expenditures were incurred for the delivery and acceptance of equipment for subsidiaries. These expenses were funded through internal resources, resulting in no significant impact on the Group's financial operations.

V. Main Reasons for Profits or Losses of Latest Reinvestment Policy, Improvement Plan, and Investment Plan for the Coming Year

(I) Main reasons for profits or losses and the improvement plan

Unit: NTD thousands

Investee	Re-investment Policy	Recognition of profits or losses from 2024	Main reasons for profits or losses	Improvement Plan
Chi Yang	General investment	3,958	Recognition of the investment gains (losses) from indirect investment in Chi Chau Printed Circuit Board (Suzhou) Co., Ltd.	Not applicable
T-MAC	General investment	377,937	Recognition of profits and losses from investments of Chang Tai.	Not applicable
tht	General investment and distribution of various types of circuit boards	(4,256)	Recognition of profits and losses from investments of tgt.	tgt Techvest Co., Ltd. adjusted its business model to mitigate losses.
tgt	Production and distribution of various types of circuit boards	(19,649)	Due to limited production capacity and low production efficiency, overall cost of sales increased. In addition, changes to the operating model led to higher expenses related to severance payments and	tgt Techvest Co., Ltd. adjusted its business model to mitigate losses.

Investee	Re-investment Policy	Recognition of profits or losses from 2024	Main reasons for profits or losses	Improvement Plan
			pensions, resulting in an operating loss for the full year.	
Chi Chau	General investment	108,700	Recognition of profits and losses from investments of Chi Yao.	Not applicable
Brilliant Star	General investment	118,565	Recognition of profits and losses from investments of tft.	Not applicable
Chi Chen	General investment	195,013	Recognition of profits and losses from investments of twt.	Not applicable
Chi Yao	General investment and international trade	112,297	Recognition of profits and losses from investments of tpts.	Not applicable
Chang Tai	General investment	395,039	Recognition of profits and losses from investments of Yang An.	Not applicable
Yang An	General investment	395,051	Recognition of profits and losses from investments of tmt.	Not applicable
tft	Production and distribution of various types of circuit boards	118,303	Stable quality and yield, as well as proactive development of customers in mainland China.	Not applicable
twt	Production and distribution of various types of circuit boards	259,661	Quality and yield are stable, and cost control is well managed.	Not applicable
tmt	Production and distribution of various types of circuit boards	395,004	Quality and yield are stable, and cost control is well managed.	Not applicable
tpts	Distribution of various types of circuit boards	112,778	Continuously developing customer base in mainland China.	Not applicable
CCT	Production and distribution of various types of circuit boards	45	Interest revenue.	Not applicable
txt	Production and distribution of various types of circuit boards	(199,605)	The Production Pilot Run Loss and operating expenses were incurred as the production pilot run commenced in the fourth quarter.	Increase the utilization rate availability

(II) Investment Plans for the Coming Year: None.

VI. Risk Matters

(I) Impacts of changes in the interest rate and exchange rate and inflation on the Company's gains and losses and countermeasures in the future:

1. Change in interest rate: The net interest income/expenditure of 2024 accounted for around 0.13% and 3.06%, respectively, of the revenue and profit after tax of the Group. The ratios are relatively small. Therefore, a change in interest rate does not impact the revenue and profitability of the Group much.
2. Change in the exchange rate: Around 80% and more of the products sold by the Group are valued in US Dollars and some of the purchases, raw materials and supplies, machinery and equipment are also valued in US Dollars. With foreign currency assets and liabilities mutually offsetting, in case of remaining difference, the Group will apply hedging transactions (such as a forward foreign exchange) if necessary to balance the exchange difference between payables and receivables in foreign currencies and will manage its foreign currency positions properly regularly to reduce the impacts brought about by the change in the exchange rate.
3. Inflation: The recent annual inflation has not had a significant impact on the Group's income. The Group closely monitors fluctuations in raw material market prices and maintains good relationships and bargaining power with suppliers and customers to mitigate the impact of rising raw material prices.

(II) Policy on engaging in high-risk and high-leverage investments, lending of funds to others, endorsement and guarantee, and transactions of derivatives, main gain or loss factors, and countermeasures in the future:

1. The Group focuses on its mainstream business. Based on robustness, the Group does not engage itself in high-risk and high-leverage investments, among other transactions.
2. The Group endorses/guarantees and lends funds only to its subsidiaries and related parties and the Operational Procedures for Endorsements and Guarantees and the Operational Procedures for Loaning of Company Funds have been established as required and respective operating procedures are precisely followed and enforced.
3. The derivative transaction that the Group is engaged in now is forward foreign exchange. Forward foreign exchange contracts are signed with banks reflective of the difference between the receivables and the payables of foreign currency positions. Applicable transaction limits and ceilings of losses are handled according to the Procedure for the Acquisition or Disposal of Assets.

(III) Future research and development plans and R&D expenses expected to be devoted: None.

(IV) Impacts of important domestic and international policies and regulatory changes on the Company's financial performance and the countermeasures:

Besides following applicable domestic and international laws and regulations in its daily operations, the Group is paying attention to developmental trends of domestic and international policies and changes to laws and regulations at all times and collects related information for the management's reference during the decision-making process to adjust related operational strategies of the Group. The Group's financial operations had not been impacted significantly as a result of important changes to policies and laws domestically and internationally as of the date the Annual Report was printed.

(V) The impact of technological changes, including information security risks, and industry dynamics on the Company's financial operations can be significant:

As the Group's PCBs are widely used in current technology and 3C products, it is crucial to continuously enhance production technology, strengthen production and process

management, improve productivity and product yield, and develop niche products. The Group also needs to adjust its product strategies based on changes in the end-product market supply and demand to mitigate the impact of technological changes and industry dynamics on its financial operations.

In terms of information security control, the Group has established and implemented an information security management system. It has formulated information security policy documents to regulate information security practices. Additionally, regular information security risk assessments and internal and external information security cycle audits are conducted to ensure the effectiveness of the management system and compliance with legal requirements.

(VI) Impacts of changes in the corporate image on the management of corporate risks and the countermeasures:

The Group has been adhering to its management beliefs of “sustainability, innovation, and service”. It pursues sustainable corporate operation and growth and values its business image and risk control. As such, no change in its business image that required corporate crisis management occurred in the past year.

The Group is highly concerned about the prevention and control of sudden or manned disasters and has established a comprehensive response plan that helps reduce personal injuries and impacts on the operation and finance to a minimum in case of a crisis and ensures smooth operations.

(VII) Expected benefits and possible risks of mergers and acquisitions and countermeasures:

None.

(VIII) Expected benefits and possible risks of the expansion of plants and countermeasures:

Regarding the investment and factory construction plan in Vietnam, the primary objective is to cater to the existing customer orders in Vietnam by providing localized supply. Additionally, the plan aims to attract new customers within the local market in Vietnam. These efforts are expected to have a positive impact on the overall operations of the Company.

(IX) Risks associated with focused purchases or sales and countermeasures:

To avoid the risk of over-concentrated purchases and to improve the stability in sources of purchases, the Group purchases from different suppliers and builds steady collaborative relationships with them. The Group consistently maintains at least two suppliers for its primary raw materials. Therefore, no shortage in the supply of materials to result in interrupted production has occurred. Meanwhile, the ratio of purchases from a single supplier does not exceed 15%. The sources of purchases are generally decentralized. As such, there shall be no risk associated with overly concentrated purchases or unsteady sources of supply for the Group. In addition, since there are both domestic and international customers, concentrated sales shall not be an issue.

(X) Impacts and risks of transfer or exchange of stock options in large quantities by directors, or heavyweight shareholders holding more than 10% of all shares of the Company and countermeasures: None.

(XI) Impacts and risks of the change in the management on the Company, risks, and response measures: None.

(XII) Litigation or Non-litigation incidents:

1. Major lawsuits and non-lawsuits or administrative disputes with a finalized verdict or ongoing proceedings that involve the Group over the past year up to the date the Annual Report was printed with a confirmed verdict or ongoing ones whose results may have significant impacts on the shareholders' equity or prices of securities: None.

2. Major lawsuits and non-lawsuits or administrative disputes with a finalized verdict or ongoing proceedings that involve the Group's directors, President, shareholders holding more than 10% of all shares, and the associated companies over the past year up to the date when the Annual Report was printed with a confirmed verdict or ongoing ones whose results may have significant impacts on the shareholders' equity or prices of securities:

None.

(XIII) Other important risks and countermeasures: None.

VII. Other important matters: None.

Six. Special Notes

I. Information of Affiliates (as of December 31, 2024)

(I) Consolidated Business Report :

Please refer to https://doc.twse.com.tw/pdf/202404_8213_A25_20250401_100459.pdf

(II) Consolidated Financial Statement of Affiliates: The entities that are required to be included in the combined financial statements of Taiwan Printed Circuit Board Techvest Co., Ltd. as of and for the year ended December 31, 2024 under the Criteria Governing the Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises are the same as those included in the consolidated financial statements prepared in conformity with the International Financial Reporting Standard No.10 endorsed by the Financial Supervisory Commission. In addition, the information required to be disclosed in the combined financial statements is included in the consolidated financial statements. Consequently, Taiwan Printed Circuit Board Techvest Co., Ltd. and Subsidiaries do not prepare a separate set of consolidated financial statements for affiliated companies.

(III) Affiliation Report: No need to prepare.

II. Management of private placement securities in the most recent year and up to the date the Annual Report was printed: None.

III. Other matters requiring supplementary information: None

Seven. Matters with important impacts on shareholders' equity or prices of securities as indicated in Article 36 Paragraph 3 Subparagraph 2 of the Securities and Exchange Act in the past year up to the date the Annual Report was printed

- I. Rejected checks due to insufficient balance in the account, blacklisted, or other loss-of-credit circumstances: None.
- II. Lawsuits, non-lawsuits, administrative penalties, administrative disputes, security procedures, or compulsory enforcement incidents with major impacts on the Company's finance and operation: Refer to "Five. Discussion and Analysis of Financial Standing and Operational Achievements and Evaluation of Risk Matters - VI. Risk Matters".
- III. Seriously reduced production or complete or partial downtime, subletting of the Company's premises or major equipment, pledge of all or some major assets with impacts on the Company's operation: None.
- IV. One of the conditions under each subparagraph of Article 185 Paragraph 1 of the Company Act: None.
- V. Shares determined as non-negotiable by the Court according to Article 287 Paragraph 1 Sub-paragraph 5 of the Company Act: None.
- VI. Change of the Chairman, President, or one-third or more of the directors: None.
- VII. Change of the CPA(s), unless the change is a result of the internal adjustment of the accounting firm: None.
- VIII. Important memorandums, strategic alliances or other business cooperation plans or important contracts that are signed, changed, terminated, or dismissed, important contents of business plans that are changed, completion of new product development, successful development of tested products and entrance into official mass production, merger and acquisition of someone else's enterprise, acquisition or assignment of patent rights, trademark exclusive user rights, copyrights, or other intellectual property rights with major impacts on the Company's finance or operation: None.
- IX. Other significant conditions sufficient to impact the Company's continuous operations: None.

**TAIWAN PRINTED CIRCUIT
BOARD TECHVEST CO., LTD.**

Chairman : Hsu, Cheng-Min